

Vermont Early Childhood and Afterschool Core Competencies – Individual Professional Development Plan (IPDP)

SELF-ASSESSMENT Name: [REDACTED] (Page 1 of 2)

	What do I already know and what skills do I have?	I plan to increase my knowledge or skills in each of these areas:
<i>Example: Healthy and Safe Environments</i>	<ul style="list-style-type: none"> • Perform safety checks of space indoor/outdoor • Supervise children • Teach and model proper hygiene 	<ul style="list-style-type: none"> • Understanding more about children’s allergies • Renew my CPR • Review new regulations regarding illness
<u>Child & Youth Development</u>	<p>I am becoming more confident in my knowledge of Child & Youth Development as I have participated in courses, attended trainings to understand the Vermont Early Learning Standards, written numerous progress reports, and recorded observations in Teaching Strategies Gold for four sessions.</p> <p>I am familiar with the Ages and Stages Questionnaire and administer it on a bimonthly basis, along with the Social Emotional Questionnaire.</p> <p>I have good working relationships with Speech and Language professionals connected to our center. I am beginning to have a greater understanding of toddler speech development.</p>	<p>I plan to broaden my knowledge of Infant and Toddler Cognitive Development through workshops and college courses</p> <p>I plan to use the ASQ regularly to track the development of the children in my class</p> <p>I plan to become more knowledgeable about Toddler Language Development and learn about how I can support language growth in my new classroom.</p> <p>I plan to utilize my relationships with Speech and Language professionals to track and improve my understanding of strategies to improve language development.</p>
<u>Families and Communities</u>	<p>I am encouraging families to meet one-on-one so we can discuss their child’s development and get to know each other.</p> <p>New parents are confident in asking me questions about their children.</p> <p>I am participating in advocacy and outreach events through Let’s Grow Kids.</p>	<p>I want to show families the intentional teaching that is being done at early levels through photographs, documentation panels, and one-on-one conversations. I would love to host a family afternoon or morning event for our classroom so children can showcase their learning.</p> <p>I want to build a strong relationship with the families of the children in my care.</p> <p>I want to work to support families through different developmental stages and life changes (new babies, divorce,</p>

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		<p>death).</p> <p>I plan to continue my advocacy work for my colleagues and families by joining a Let's Grow Kids Community Action Team.</p>
<p><u>Teaching, Curriculum and Learning Environment</u></p>	<p>I work to demonstrate my own love of learning and make a great effort to show enthusiasm for the activities I plan.</p> <p>I encourage exploration and investigation of materials over the final product of our experience.</p> <p>I have a strong relationship with the children in my care.</p> <p>I utilize observations of children's interests to inform my curriculum structure.</p> <p>I am working to ensure the Toddlers in my care have a comfortable learning environment where their work is on display.</p> <p>I work with my colleague to ensure the classroom environment is conducive to learning and meaningful play.</p>	<p>I want to provide intentional learning experiences for the toddlers in my group and learn how to implement curriculum in a younger classroom</p> <p>I want to learn more about integrating early literacy into the classroom.</p> <p>I want to integrate more science and sensory activities into the toddler curriculum and encourage enthusiastic exploration of the world around us. I will do this by integrating a science corner into our classroom where children can explore materials at their own pace.</p>
<p><u>Healthy and Safe Environments</u></p>	<p>I use appropriate diapering and hand washing techniques and follow procedures to avoid infection and blood-borne pathogens.</p> <p>I clean regularly and engage the children in the care and maintenance of our classroom space.</p>	<p>I will continue to familiarize myself with new licensing regulations and take required trainings therein</p> <p>I will work to understand and encourage safe and healthy eating habits in the younger years by offering children the opportunity to participate in cooking activities.</p>

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	<p>I am certified in CPR and First Aid and Medication Administration.</p> <p>I maintain a safe supply of toys and participate in daily inspections of the classrooms and playground.</p> <p>I supervise children with injury prevention in mind.</p> <p>I provide and participate in opportunities for physical activity.</p>	<p>I would like to increase my “toolbox” of Gross Motor opportunities for the children in my group.</p> <p>I will explore different calming and transition strategies.</p> <p>I want to learn more about intervention when biting is involved.</p>
<p><u>Professionalism and Program Organization</u></p>	<p>I strive to behave ethically while in the center, as well as maintain exemplary behavior outside of work. I understand that I am a representative of my employer and I measure my behavior as such. I work to maintain confidentiality in my interactions. I demonstrate a professional appearance. I see strength in my ability to ask others for input. I am respectful to my colleagues and do my best to foster positive relationships. I am in charge of providing birthday treats for colleagues, something that I feel builds camaraderie and goodwill. I am currently working to strengthen my leadership skills within the organization through coursework.</p>	<p>I will apply the knowledge I have acquired in terms of giving feedback to others and taking initiative in improving the programs and experiences I provide for the children.</p> <p>I will work to approach problems with colleagues in a detached manner and assert myself more frequently.</p> <p>I will work to approach issues directly as they occur and manage my reactions for successful resolution.</p> <p>I will work to share responsibilities so I do not feel overwhelmed.</p> <p>I would like to hold myself accountable to the goals set forth in my Individual Professional Development Plan and ensure that I am making decisions that serve these goals through professional development.</p> <p>I hope to participate more in staff meetings,</p>

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2. GOALS, STRATEGIES, TIME LINE

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Based on the areas you identified on page 1: Self- Assessment, identify what you will do next. These are your **goals**. They should be specific and clear. **Strategies** should be specific, such as: gathering materials, interviewing specific people, visiting specific places to observe, etc. Add **resources** such as written materials you will read, websites you will explore, funding needed to attend events, etc. Finally think about how long it will take to reach your goal. This is your **timeline** and helps you meet your goal. Put a month and year next to each goal and/or strategy showing when you expect to complete it or check in on your progress; this is the **status**.

Goals	Strategies to accomplish this goal	What do I need to accomplish my goal? (Resources)	Timeline	Status
1. I will maintain a strong relationship with the children and families I interact with on a daily basis.	<p>Take time to speak with families at drop-off and pick up. Encourage families to meet with classroom teachers for more in-depth conversations.</p> <p>Discuss best ways to be in touch with families if they are not available for conferences.</p> <p>Display work and process photos in our classroom.</p> <p>Organize a family event for our classroom to showcase our learning.</p>	<p>Take note of anecdotes to share with families at the end of the day.</p> <p>Time to meet with families or contact them via e-mail, phone, or notes.</p> <p>Budget for printing photos for display.</p>	July 2018, ongoing	<p>Scheduling meetings with families</p> <p>Collecting photographs of activities</p>
2. I will create an area dedicated to science and exploration in our classroom.	<p>Research successful “science corners” online and in classroom resource books</p> <p>Design changes with my colleague.</p> <p>Discuss proposed additions with my directors.</p> <p>Implement changes during out-of-school hours.</p>	<p><i>Vermont Agency of Education. Vermont Early Learning Standards</i></p> <p><i>Developmentally Appropriate Practice</i></p> <p>Infant and Toddler Environmental Rating Scale</p> <p>Budget for materials</p> <p>Time to reorganize space.</p>	To be finished by September 2018	Beginning research

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<p>3. I will submit paperwork to achieve Level III on the Northern Lights Career Ladder. I will begin coursework to achieve Level IV.</p>	<p>I will work to make sure I do not lose momentum in terms of enrollment.</p> <p>I will do in-depth research about programs and grants that are available to me.</p>	<p>Enrollment in 2 more courses through Center for Schools, Vermont Higher Education Collaborative, Community College of Vermont, Union College, Northern Vermont University, dependent upon cost effectiveness.</p>	<p>July 2018</p>	<p>Enrolled in one 3-credit course.</p>
<p>4. I will become proficient in Infant and Toddler Development</p>	<p>I will attend the Castleton Early Childhood Education Institute and complete coursework for Infant and Toddler Development</p> <p>I will make regular observations of children's accomplishments</p> <p>I will consult the Infant and Toddler Environment Rating Scale to ensure the classroom and interactions are developmentally appropriate</p>	<p><i>Vermont Agency of Education. Vermont Early Learning Standards</i></p> <p>Ages and Stages Questionnaire</p> <p><i>Developmentally Appropriate Practice</i></p> <p>Infant and Toddler Environmental Rating Scale</p> <p>Resources required for coursework</p> <p>Time to observe children in my care</p>	<p>July 23-26 2018, continuing through the end of the semester</p>	<p>Registered for Course</p>