



Self-Assessment: Professional Development Program

Professional development is an investment in staff, staff who work to achieve the mission. Take the following self-assessment to get an idea of how you can improve your organization's professional development program. Rate each item in terms of how it describes your professional development program. Use the following scale:

4: *Definitely* • 3: *Usually* • 2: *Sort of* • 1: *Rarely*

Our professional development...

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| 4 | 3 | 2 | 1 | Is designed to help us achieve our mission. |
| 4 | 3 | 2 | 1 | Supports the implementation of our strategic plan. |
| 4 | 3 | 2 | 1 | Targets current/future job responsibilities. |
| 4 | 3 | 2 | 1 | Helps each of us achieve our annual growth goals. |
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| 4 | 3 | 2 | 1 | Is ongoing. |
| 4 | 3 | 2 | 1 | Is research-based. |
| 4 | 3 | 2 | 1 | Is differentiated. |
| 4 | 3 | 2 | 1 | Is based on an assessment of our current reality. |
| 4 | 3 | 2 | 1 | Is designed using a process involving planning, implementation, and evaluation. |
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| 4 | 3 | 2 | 1 | Takes place in a variety of ways, in addition to workshops. |
| 4 | 3 | 2 | 1 | Involves using new knowledge and skills <i>during</i> the training. |
| 4 | 3 | 2 | 1 | Involves reflection. |
| 4 | 3 | 2 | 1 | Involves teams. |
| 4 | 3 | 2 | 1 | Involves follow-up. |
| | | | | |
| 4 | 3 | 2 | 1 | Results in us applying knowledge and skills (<i>not</i> in having knowledge and skills). |
| 4 | 3 | 2 | 1 | Helps us achieve our mission. |