

The Professional Development Plan Rationale

In the event that a candidate is rated unsatisfactory or is recognized as needing improvements by either the candidate, a supervising faculty, cooperating teacher, or a school principal, the candidate may be provided with a professional development plan. The professional development plan is designed to serve as an additional support mechanism to foster growth and represents an intervention to assist the candidate toward meeting program standards. The professional development plan is not a punitive action; however, in the event that adequate growth is not demonstrated, the candidate may be in jeopardy of dismissal from the program.

The professional development plan shall consist of clear guidelines for improvement, to include, at minimum, goals, (a) rationale(s), activities, milestones, resources, and a statement of consequence in the event that evidence of growth is not adequately demonstrated.

While the professional development plan is intended for use during field practicums and clinical experiences, it may be implemented at any appropriate time during a program of study. When implemented during field practicum and clinical experiences, the plan is typically proposed by mid-term.

Each professional development plan is individualized and the final approval rests with the Education Division Chair. A copy of the plan shall remain on file with the Division.