



Individualized Professional Development Plans (IPDP) Resource Materials

The purpose of an IPDP is to support thoughtful, personal, and professional growth. These plans should include four components: Self Assessment (strengths and opportunities), Goals, Strategies and Action Steps, and a Timeline. Every employee's personal journey to professional growth is different. Helpful resources when developing an IPDP can include, but are not limited to: state standards for competency, program assessment tools, curriculum and child assessment materials, etc. IPDPs should be current and updated regularly... an ongoing cycle of professional growth.

Following are links to resources which may be helpful:

- Michigan Core Knowledge and Core Competencies for ECE:
https://www.michigan.gov/documents/mde/MI_CKCC_6-19-14_Revisions_461813_7.pdf
- Yale University, Individual Development Planning Guide to Getting Started:
https://your.yale.edu/sites/default/files/idp-guide-to-getting-started_0.pdf
- Vermont Northern Lights Career Development Center: <http://northernlightscdc.org/career-pathways/ipdp-individual-professional-development-plan/>
 - Sample form. <https://northernlightscv.org/wp-content/uploads/2019/05/IPDP-CKA-form-5.30.19.pdf>
- “Step Up to Quality” Professional Development Plan template:
<http://www.odjfs.state.oh.us/forms/file.asp?id=3665&type=application/pdf>
- Massachusetts Department of Early Care and Education: <http://www.childcarenetwork.cc/Forms/IDPD.pdf>
- New Hampshire Early Childhood Professional Development System. Form C, page 28.
https://www.dhhs.nh.gov/dcyf/cdb/documents/nh_early_childhood_profdev_oct2015.pdf
- Iowa DHS Professional Development Plan: <https://dhs.iowa.gov/sites/default/files/470-4236.pdf>
- Center for Early Learning Professionals IPDP Form: <http://center-elp.org/resources/forms/ipdp/>
 - Rhode Island's Early Childhood Commitment: https://center-elp.org/wp-content/uploads/2015/02/Common-IPDP_teachers.pdf
- Colorado Shines Quality Early Learning: <https://ecpd.costartstrong.org/ets/companies/08c38354-7b3d-4abd-b1ca-8309d9c5b000/UserFiles/Individual%20PD%20Plan%20Template%2011.5.14.doc>
- Child Care Resources Inc. on behalf of North Carolina Child Care Resource and Referral Council:
https://ncchildcare.ncdhhs.gov/Portals/0/documents/pdf/P/Professional_Development_Plan_Center_Base_d_Early_Educators.pdf?ver=2019-06-12-161758-387