

Individual Professional Development Modules by Mary Jane Hostetter

Knowledge in school-age care has exploded in the last 15 years. With a Professional journal, the Internet, newsletters, textbooks, and a great increase in research, we, as a profession, have a greater understanding of the needs of children, both as individuals and in groups. However, in some centers, and with some staff, this information is not successfully being applied to the work of School Age Child Care.

Any solution to the lack of quality has to address the fact that front-line care providers have little time for learning, little money for learning, and little incentive for learning. A variety of training experiences should be available to staff including orientation, group workshops, mentoring, and on-the job training. Individual centers should decide how they want to encourage staff to seek more knowledge.

A partial solution to the professional development quandary is to supply staff with Individual Professional Development Modules (IPDM's). Supervisory staff can learn how to help these staff through completing Individual Professional Development Modules designed for supervisors.

Individual Professional Development Modules (IPDM's) need to be selected based on the current educational needs of new and existing staff, including their competency needs. A competency is knowledge honed to a specific skill which has been identified as desirable in order for a job to be completed successfully. Competencies are important, but not enough. Knowing the reason for what we do is important so that staff can make good decisions, even when only split seconds are available for decision-making. The format of the training modules is based on the assumption that adults will be more willing to learn philosophy and theory when it is intertwined with practical skills. Many of the training modules can be used in any order, thus allowing adults to pick the topics that are of most direct application to them at the moment. There are four IPDM available for the year 2009-2010, three at the front line staff level and one at the supervisory level.

General directions:

For each of the PD module:

1. Read the requirements for completion
2. Read the topic information contained in the IPDM
3. Read any assigned readings

4. Choose and complete your learning activities based on the instructions.
5. Fill out your sign-off page accurately.
6. Choice:
 - a. Email your sign-off page, learning activities to maryjanehostetter@yahoo.com. Mail a check or money order for \$5 made out to Child Care Consultants, Inc. This will get you faster service.
 - b. Mail your sign-off page, learning activities and a check for \$5 made out to Child Care Consultants, Inc. to Mary Jane Hostetter, Child Care Consultants, Inc, 13 W. Market Street, York, PA 17401
7. Learning activities will be reviewed, and any necessary revisions will be requested of the learner.
8. Revisions called for in the module feedback will be mailed back to reviewer.
9. If all work is submitted within 60 days of the initial IPDM review, no additional fees will be necessary.

Please email or call with any questions. maryjanehostetter@yahoo.com or call 717-854-3539 Ext 250 OR 800-864-4925 Ext 250 OR cell 717-968-3938.