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Pennsylvania Big Ideas Framework and Individual Professional Development Plan
for Early Childhood & School-Age Professionals

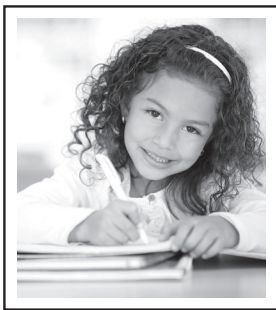# Big Ideas Framework and Individual Professional Development Plan

Early childhood and school-age professionals are expected to regularly take advantage of professional development opportunities to advance skills and promote quality environments for children. *(Pennsylvania Code Title 5, Public Welfare, Chapter 3270 for Child Day Care Centers, Chapter 3280 for Group Child Day Care Homes, Chapter 3290 for Family Child Day Care Homes.)*

Administrators and directors are expected to promote professional development by supplying opportunities that support the individual needs of staff and by participating in professional development opportunities themselves.

The Big Ideas Framework and Individual Professional Development Plan provide professionals with a form to create an annual professional development plan and to evaluate accomplishments at the end of the year.

Big Ideas Framework

Big Ideas Framework

Introduction

The *Big Ideas Framework* is a companion document to the *Pennsylvania Core Knowledge Competencies for Early Childhood and School-Age Professionals (CKC)*. This framework will be the primary tool for consideration of long and short term professional development goals and the creation of individual professional development plans. The Big Ideas Framework utilizes a format that is similar to the Curriculum Framework element of Pennsylvania's Standards Aligned System for teachers and students. The eventual goal is for all users to complete the Big Ideas Framework and Individual Professional Development Plan through the PA Keys online workforce registry.

Within this document, professionals will find:

Big Ideas - Describes the content within each Knowledge Area and categorizes information into key concepts. The Big Ideas help the professional, during reflection and assessment, to focus thinking on the specific content within the CKC Knowledge Area and provide a focal point for future professional development needs or interests.

Essential Questions - Are linked to the Big Ideas and help to further frame the professional's reflection and understanding of the concepts and content within the CKC Knowledge Areas. These questions offer a starting point for decisions about future professional development and help to frame each individual's understanding of his or her own level of competency within the Knowledge Areas. Each of the Essential Questions is coded to the CKC competencies in the Big Ideas Competency Crosswalk. Individuals will assess their knowledge by answering the questions and will then identify which Knowledge Areas and Competencies they wish to target for professional development.

Individual Professional Development Plan (IPDP) - Is the culmination of the review of the Big Ideas and Essential Questions and is the summary of the decisions made related to professional development goals. The IPDP provides space for goals related to the Core Knowledge Competencies, required professional development and other professional development such as college courses. This document becomes the professional's annual professional development plan.

Big Ideas Competency Crosswalk – This is a table of the CKC Knowledge Areas, Big Ideas, Essential Questions and the corresponding CKC competencies.

Instructions

1. General Instructions

The *Big Ideas Framework*, including the Essential Questions and the Individual Professional Development Plan, is to be completed annually.

1.1 **Initial completion -** The first time an individual completes the Big Ideas Framework, the Essential Questions in all Knowledge Areas are to be answered.

1.2 **Annual completion -** After the initial completion of the Big Ideas Framework, annual updates may be accomplished by completing Essential Questions in one, several, or all Knowledge Areas. How an individual decides to complete the annual update is dependent on individual and program priorities.

2. **Completing the Big Ideas and Essential Questions**

   The Big Ideas and Essential Questions are to be completed to inform the content of the Individual Professional Development Plan. This section is to be completed annually.

   2.1. **Essential Questions**

      2.1.1. Read each question in the Knowledge Area. Individuals answer the question based on the assessment of his/her own knowledge. If additional information is needed about what the Essential Question is asking, individuals should refer to the appropriate competencies in the CKC. The Big Ideas Competency Crosswalk at the end of this document identifies the CKC competencies aligned with each question.

      2.1.2. Administrator/Director includes owners of Family or Group Child Care Homes. Each Big Idea includes one or more questions for Administrators/Directors (shaded questions). Administrators/Directors are to answer these questions in addition to answering all other questions.

   2.2. **Decision Columns (Beginning, Implement, Analyze)**

      2.2.1. The four columns to the right of each question enable the professional to assess the level of understanding for each of the Essential Questions. As the question is reviewed, the professional should consider her/his current knowledge. By identifying whether the knowledge level is at beginner, implementer, or analyzer the professional will be able to determine whether this Knowledge Area, and in particular the information specified in the Essential Question, should be prioritized for further knowledge development.

      2.2.2. Indicate the selected level by placing either a check mark or the date in the appropriate column– Beginning Knowledge, Implements Knowledge, Analyzes/Evaluates Content, or Teaches/Instructs Others on Content. Use of a date will enable the user to track progression of skill development over time.

   2.3. **Identified Professional Development Need**

      Once all questions have been answered, the individual will decide whether this is an area of prioritization for training or professional development.

      2.3.1. There are four columns in this section. At the top of the column enter the date that this section is completed. Review the answers to each question and determine if this is an area to target for professional development by placing a check mark (✔) in the column.

      2.3.2. Once questions have been prioritized for professional development, the individual will complete the Individual Professional Development Plan.

3. **Completing the Individual Professional Development Plan**

   This document is used following a review of the Big Ideas Framework and provides the professional with a written summary of the decisions made during the assessment and reflection process. This form is the documentation of professional development goals that are set over the course of a year, the efforts made to accomplish those goals and the description of ways in which the acquired information or skills has been applied to the professional's direct work with children and families. It may be included as part of the Professional Development Record portfolio and needs to be updated at least annually.

The Individual Professional Development Plan (IPDP) is comprised of selected priorities that an individual has identified from the Big Ideas Framework/ Core Knowledge Competencies Self-Assessment, required professional development in specific initiatives (e.g. Keystone STARS), or other professional development priorities such as college courses.

The IPDP consists of four main sections: 1) Core Knowledge Competencies; 2) Core and Support Course Catalog; 3) Other Professional Development; and 4) Reflection. Instructions for how to complete each section are below.

3.1 **Name:** Enter First and Last Name of individual completing the IPDP.

3.2 **Date:** Enter the date that the professional development plan is completed. A plan is valid for one year from date of completion.

3.3 **Core Knowledge Competencies:** Based on the priorities identified in the answers to the Essential Questions, enter the Knowledge Area, Essential Questions and Competency Levels for questions being targeted for professional development.

3.4 **Core and Support Course Catalog:** Enter any required professional development courses you must take based on program standards within the year that the IPDP covers. For example, this could be professional development related to child care licensing or Keystone STARS Standards.

3.5 **Other Professional Development:** Enter self-reported learning such as college courses, webinars, and conferences. Each activity entered has the following data associated with it: learning activity title, type of activity, credit hours, start and end dates, sponsoring institution/organizations, and related Knowledge Area(s).

3.6 **Reflection** – This space should be used prior to completing the next year's IPDP to reflect on professional development completed in the prior year and to describe which new knowledge and/or skills acquired influenced a change in practice (e.g. new strategies used, changes to classroom, etc.).

Child Growth and Development (K1)

Big Idea: *"Children develop and grow over time as a result of interacting factors occurring in the context of the family, the cultural environment and social experiences."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. To what degree can I name, describe, and compare the theories and domains of child development and the importance of brain development in young children?								
2. What is my knowledge of how children develop in constantly changing environments?								
3. What is my awareness of the role that home culture has on children's behavior and development?								
4. What is my level of understanding of how play and learning influences child development?								
5. What is my understanding of the role nurturing, secure, and consistent relationships play in overall child development in creating program activities, offering supportive practices, and designing environments?								
6. What is my knowledge of why it is critical to prepare developmentally appropriate accommodations and adaptations based on the individual needs of the child?								

ADMINISTRATOR/DIRECTOR

7. What are the roles/responsibilities that I have in ensuring that programmatic systems support children's development and are responsive to individual needs of diverse children and their families (communication, curriculum, classroom practices, learning/ play environment, family dynamics, etc.)?								
8. What do I know about current research/ data on issues concerning inclusion, families at risk, poverty, child development, etc. that should impact classroom practices and program policies?								

Curriculum and Learning Experiences (K2)

Big Idea: *"Learning environments should be designed and modified to support children's individual needs and interests."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	*/ /*	*/ /*	*/ /*	*/ /*
1. What is my understanding of responsive learning environments?								
2. What is my level of knowledge of how to meet individual needs of children within the environment?								
3. What is my knowledge of ways to design the environment to support multiple domains of learning?								

ADMINISTRATOR/DIRECTOR

4. Do I know where, how and when to support staff in the creation of indoor and outdoor environments that meet the needs and interests of diverse children within the program?								
5. What is my level of knowledge around the linkages between relationships and environments and their impact on children's behavior?								

Curriculum and Learning Experiences (K2)

Big Idea: *"PA Learning Standards and its guiding principles are the foundation for teachers' development of curriculum and instruction that are developmentally, culturally, and linguistically appropriate."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. What is my knowledge of Pennsylvania's Standards Aligned System and how it relates to student success?								
2. What is my knowledge of the elements of curriculum and how they are integrated to support children's learning?								
3. What is my understanding about how learning integrates all of the domains of development?								
4. What is my knowledge about the strategies used to support children's social emotional skill development?								
5. What is my knowledge about how to engage families and incorporate at-home experiences in the learning process?								
6. What is my understanding about how play influences children's learning?								
7. What is my knowledge about digital media and how it can be used to reinforce children's learning?								

ADMINISTRATOR/DIRECTOR

8. To what degree am I able to support staff in making curricular and instructional decisions based upon the PA Standards Aligned System (SAS)?								
9. What is my understanding of the supports needed concerning a child's social emotional development, particularly around positive guidance and home and school connections?								
10. What is my knowledge about ways that curriculum content and individualized instruction promotes positive learning outcomes for diverse learners?								

Families, Schools, and Communities (K3)

	Big Idea: *"Families and early learning providers must work together in partnership to assure children's successful learning experiences."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	Identified Professional Development Need *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:		**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1.	What is my understanding of the importance of acknowledging and supporting the diverse family structures of the children in my care?								
2.	What do I know about the ways families' cultures, beliefs and behaviors influence how I communicate with families?								
3.	What do I know about the ways families' cultures, socio-economic status, beliefs and behaviors influence how children behave, respond and learn?								
4.	What is my knowledge of the importance of fostering the home and school connection through reciprocal relationships and providing opportunities for family involvement in the child's learning?								
5.	What is my understanding of the impact of personal biases and societal stereotypes on how I develop relationships with children and families?								
6.	What is my knowledge of strategies to assist children and families in making a variety of transitions?								

ADMINISTRATOR/DIRECTOR

7.	What is my understanding of how staff partnerships with families supports the development of respectful, unbiased, and reciprocal relationships based upon trust, mutual support of the child, and strong communication skills?								
8.	To what degree am I using multiple strategies to engage and work collaboratively with diverse families using the PA Learning Standards as a guide (e.g. involving families in program policy development)?								

Families, Schools, and Communities (K3)

Big Idea: *"Early learning professionals' knowledge of community resources enables them to support families' effective functioning."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	Identified Professional Development Need *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. What do I know about my community's resources that support children and families?								
2. What do I know about the stressors that impact families' abilities to meet the needs of their children?								
3. What skills do I have to build on families' strengths to empower and create positive relationships with diverse families?								
4. What is my understanding of the importance of respecting and maintaining family privacy?								

ADMINISTRATOR/DIRECTOR

5. What is my ability to promote strength-based strategies with families by utilizing community resources and referral services?								

Assessment (K4)

Big Idea: *"Ongoing assessment guides decisions about children, the classroom environment, curriculum, and program."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	1	2	3	4	/ /	/ /	/ /	/ /
1. What do I know about how multiple sources of assessment provide information to guide decisions about continuous quality improvement?								
2. What is my understanding of the ethical practices for collection and management of assessment information?								
3. What is my knowledge about how environment assessments impact instructional modifications?								
4. What is my understanding of the importance of participating in ongoing self-reflection and evaluation?								

ADMINISTRATOR/DIRECTOR

5. To what degree am I able to use data/sources of evidence that are free of cultural and stereotypical biases when making programmatic decisions that support improved child outcomes and the Continuous Quality Improvement process?								

Assessment (K4)

Big Idea: *"Child assessment is a process for understanding both individual children's and groups of children's development and learning."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. To what degree can I name, describe, and tell when to use the various types and characteristics of valid and reliable assessments?								
2. What is my knowledge about the components of a quality assessment?								
3. What do I know about the importance of authentic assessment in guiding decisions about children's development and learning?								
4. What is my knowledge about ways to include families in the assessment process?								
5. What is my knowledge about using assessment information to guide decision-making about supporting children's learning?								
6. What is my knowledge about how to use observation to document children's abilities, growth, and learning?								
7. What is my knowledge about the types of artifacts that can be gathered through a portfolio and how it can be used to document children's growth and learning?								

ADMINISTRATOR/DIRECTOR

8. To what degree do I know how to guide staff in using observational assessment data to modify and improve successful teaching strategies to meet the needs of diverse learners?								
9. How well do I support staff in understanding the ways in which the environment, materials and activities work together to provide opportunities to gather authentic assessment information?								

Assessment (K4)

ADMINISTRATOR/DIRECTOR								
10. What is my knowledge of how the PA Learning Standards and Standards Aligned System (SAS) support the assessment process in PA?								
11. What is my understanding of the importance of partnering with families and community agencies in the development, implementation and monitoring of an Individual Family Service Plan/Individual Education Plan and other assessment tools such as portfolios?								

Communication (K5)

Big Idea: *"Communication is a process for sending and receiving verbal and non-verbal messages in order to facilitate the development of positive relationships between and among program staff, children, family, and the community."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. What is my level of understanding of the process and components of effective communication?								
2. What is my knowledge of the elements of effective verbal and non-verbal communication, including style and vocabulary that meet the needs of the individual?								
3. What is my level of expertise in creating opportunities for children to intentionally communicate in a variety of ways in order to connect with peers and others?								
4. What is my knowledge of strategies used to communicate messages to children, families, and others?								
5. What is my knowledge of how to develop collaborative relationships and partnerships with other program staff to implement program goals that adequately meet each child's communication needs?								
6. How well do I reflect on my communication style and vocabulary and make necessary adaptation and/or modification in order to meet the individual needs of the listener or participant?								

ADMINISTRATOR/DIRECTOR

7. What is my knowledge of the effectiveness of my program's communication strategies, both verbal and nonverbal, that support the needs of diverse children, families and professionals.								

Communication (K5)

Big Idea: *"Effective communication is open, two-way, inclusive, culturally and linguistically appropriate, and occurs in a communication-rich environment."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. What is my level of understanding of how the environment communicates messages to children, families, the program staff, and the community?								
2. What is my knowledge of how to plan, implement, and evaluate a communication-rich environment that provides opportunities to support, scaffold, and extend their expressive and receptive communication skills?								
3. To what degree am I able to select appropriate equipment, materials, and resources that support and extend children's communication skills?								
4. What is my understanding of the critical role of children's culture and home language in an effective and communication-rich environment?								

ADMINISTRATOR/DIRECTOR

5. What is my level of understanding of the various ways to guide staff in supporting children's communication skill development?								
6. What is my level of experience and knowledge with technology and digital media that enhances communication experiences for children and adults?								

Professionalism and Leadership (K6)

Big Idea: *"Adults working at all levels in the field of early learning and school-age care require specific knowledge, skills, and dispositions to advocate for and support high quality programs and continuous quality improvement."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. What is my understanding of what it means to be an early learning or school-age care professional?								
2. What is my knowledge and experience of how reflective practice impacts quality outcomes for children?								
3. How do I use leadership practices to improve overall quality in early learning or school-age programs?								
4. What is my knowledge and experience with advocacy for early learning and school-age care?								
5. What is my knowledge and experience about how cultural competence impacts child outcomes?								
6. What do I know about the resources that guide my ethical conduct in the field of early learning and school-age care?								
7. What is my knowledge and experience of how continuous quality improvement strategies impact quality outcomes for children?								

ADMINISTRATOR/DIRECTOR

8. What is my knowledge and experience in supporting staff development in the areas of: professionalism, ethical behavior, leadership, and advocacy?								
9. What is my understanding of how to support staff in professional development using action research methods, mentoring/coaching practices, self-reflection, and other resources to enhance continuous quality improvement efforts within the program?								

Health, Safety, and Nutrition (K7)

Big Idea: *"Health, safety, and nutrition standards, which include practices for compliance, apply to early childhood and school-age programs."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. What is my level of understanding of the various health, safety and nutrition standards that apply to my program?								
2. What is my level of understanding of the elements contained in children's health records and maintaining confidentiality when exchanging information with families and staff?								
3. To what degree do I utilize the necessary documents (safety checklists, incident reports, attendance records, meal counts) as needed and required?								
4. What is my knowledge of the proper steps to take when a practice is out of compliance?								
5. What is my level of understanding in how to make adaptations and modifications in my environment based on the data collected through observations and documentation?								

ADMINISTRATOR/DIRECTOR								
6. What is my ability to evaluate health and safety policies and procedures related to the topics of: compliance, sanitation, community resources, child record keeping, supervision, hazards, emergency preparedness, child abuse, and mandated reporting?								

Health, Safety, and Nutrition (K7)

Big Idea: *"Professionals play a critical role in the health and safety of children at all times."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	1	2	3	4	/ /	/ /	/ /	/ /
1. What is my knowledge of the recommended sanitation practices that reduce the spread of germs that cause disease?								
2. What is my understanding of health care prevention practices for managing acute and chronic illnesses?								
3. What is my knowledge of community, physical, and mental health resources?								
4. What is my understanding of the critical role I play in the supervision of the children in my classroom/program?								
5. What is my knowledge of the responsibilities associated with being a mandated reporter for suspected child abuse and neglect?								
6. What is my understanding of the elements of my program's emergency preparedness plan?								

ADMINISTRATOR/DIRECTOR

7. What is my knowledge and experience around assessing children's health and safety trends/occurrences within a program and developing action plans for improvements as necessary?								

Health, Safety, and Nutrition (K7)

	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	Identified Professional Development Need *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
Big Idea: *"Health, nutrition, and physical activity are an important part of the daily routine."*								
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. What strategies do I know to help children practice essential daily health habits that are individually, age, and ability appropriate?								
2. What is my experience in incorporating health, nutrition, and fitness activities as part of my daily routine?								
3. What is my knowledge about how to provide nutritious meals and mealtimes that accommodate children's and families' special needs and requests?								

ADMINISTRATOR/DIRECTOR

4. What is my ability to evaluate policies and procedures concerning: proper safety practices, food handling, children's health, nutrition/meal times, and physical activity levels?								

Program Administration and Organization (K8)

Big Idea: *"Program administrators, directors and owners require a varied skill set/knowledge base to ensure effective programmatic and business decisions are occurring within early learning and school-age programs."*	Beginning Knowledge	Implements Knowledge/Content	Analyzes/ Evaluates Content	Teaches/Instructs Others on Content	**Identified Professional Development Need** *In the first row enter the assessment date and check (✔) each Essential Question for which you wish to seek professional development.*			
ESSENTIAL QUESTIONS FOR DISCUSSION:	**1**	**2**	**3**	**4**	**/ /**	**/ /**	**/ /**	**/ /**
1. What is my understanding of the components of effective program management?								
2. What is my knowledge of the supports and resources that are required to develop a highly qualified and competent staff?								
3. What is my knowledge of the financial tools, processes and policies necessary for making sound fiscal decisions within programs?								
4. What is my understanding of marketing strategies and resources available to advertise the value of my program to the community at large?								
5. What is my understanding of what is required to make human resource decisions that reflect labor law, ethical and legal considerations, as well as support the various state, local, and national quality standards a program may follow (NAEYC, Keystone STARS, Head Start, PA Pre-K Counts, NAFCC, etc.)?								

Individual Professional Development Plan and Reflection

NAME: **DATE PLAN CREATED:**

CORE KNOWLEDGE COMPETENCIES

Knowledge Area	Essential Question	Level	Credit hours

PROGRAM CORE AND SUPPORT COURSE CATALOG

Selected courses for professional development	Type	Credit hours

OTHER PROFESSIONAL DEVELOPMENT

Professional Development Activity		Institution	Type	Credit hours
Knowledge Area(s)	Title (Start Date – End Date)	Institution/ Organization	Type of Activity	<hh:mm> hours (Type of Credit)

Director Signature: **Staff Signature(s):**

_____ _____   _____ _____
             Name   Date   Name   Date

Reflection:

As a result of the professional development taken, describe what new knowledge and/or skills you have acquired that have influenced a change in your practice (e.g. new strategies used, changes to classroom, etc.). What was meaningful enough to you to make a difference in your practice? Describe what else you would like to know.

Big Ideas Competency Crosswalk

Knowledge Area	Big Idea	Question #	Competency
Child Growth and Development (K1)	*"Children develop and grow over time as a result of interacting factors occurring in the context of the family, the cultural environment and social experiences."*	1	K1.2, K1.3, K1.4, K1.5, K.1.10
		2	K1.1, K1.3, K1.7, K1.9, K1.10
		3	K1.10
		4	K1.8
		5	K1.1, K1.10
		6	K1.2, K1.3, K1.6, K1.7, K1.9, K1.10
		7	D1.1, D1.2, D1.3, D1.5, D1.7, D1.8
		8	D1.2, D1.3, D1.4, D1.6, D1.9, D1.10
Curriculum and Learning Experiences (K2)	*"Learning environments should be designed and modified to support children's individual needs and interests."*	1	K2.1, K2.2, K2.3, K2.4
		2	K2.1, K2.2, K2.3, K2.4, K2.9, K 2.10, K2.12
		3	K2.4, K2.9, K2.10, K.2.11, K2.15
		4	D2.1, D2.2, D2.4
		5	D2.3
	"PA Learning Standards and its guiding principles are the foundation for teachers' development of curriculum and instruction that is developmentally, culturally, and linguistically appropriate."	1	K2.5, K2.6, K2.15
		2	K2.7, K2.9, K2.12
		3	K2.10, K2.11
		4	K2.3, K2.13, K2.15
		5	K2.8, K2.12
		6	K2.14
		7	K2.16
		8	D2.5, D2.6, D2.14, D2.15, D2.16
		9	D.2.8, D2.10, D2.11, D2.13
		10	D2.7, D2.9, D210, D2.12, D2.14
Families, Schools, and Communities (K3)	*"Families and early learning providers must work together in partnership to assure children's successful learning experiences."*	1	K3.1, K3.2
		2	K3.1, K3.2
		3	K3.1, K3.2, K3.9
		4	K3.1, K3.2, K3.9
		5	K3.3
		6	K3.7
		7	D3.1, D3.2, D3.3, D3.6, D3.8
		8	D3.6, D3.7, D3.9, D3.10
	"Early learning professionals' knowledge of community resources enables them to support families effective functioning."	1	K3.4, K3.7, K3.9, K3.11
		2	K3.5, K3.11
		3	K3.6, K3.9, K3.10, K3.11
		4	K3.8
		5	D3.4, D3.5, D3.11

Big Ideas Competency Crosswalk

Knowledge Area	Big Idea	Question #	Competency
Assessment (K4)	*"Ongoing assessment guides decisions about children, the classroom environment, curriculum, and program."*	1	K4.1, K4.2, K4.5, K4.6, K4.16
		2	K4.3, K4.15
		3	K4.4
		4	K4.5
		5	D4.1, D4.2, D4.3, D4.4, D4.6, D4.15
	"Child assessment is a process for understanding both individual children's and groups of children's development and learning."	1	K4.7, K4.12
		2	K4.9
		3	K4.8
		4	K4.11
		5	K4.10, K4.12, K4.13, K4.14
		6	K4.14, K4.15
		7	K4.17
		8	D4.5, D4.8, D4.9, D4.10, D4.14
		9	D4.8, D4.9, D4.16
		10	D4.7, D4.10
		11	D4.11, D4.12, D4.13 D4.17
Communication (K5)	*"Communication is a process for sending and receiving verbal and non-verbal messages in order to facilitate the development of positive relationships between and among program staff, children, family, and the community."*	1	K5.1, K5.2, K5.5)
		2	K 5.2, K5.3, K5.7
		3	K5.7, K5.10, K5.14
		4	K5.1, K5.2, K5.3, K5.4, K5.6, K5.7, K5.13
		5	K5.9
		6	K5.2, K5.3, K5.12
		7	D5.1, D5.2, D5.3, D5.9, D5.10
	"Effective communication is open, two-way, inclusive, culturally and linguistically appropriate, and occurs in a communication-rich environment."	1	K5.1, K5.4
		2	K5.4, K5.6, K5.8, K5.14
		3	K 5.12, K5.14
		4	K 5.3, K5.5., K5.6, K5.10, K5.11
		5	D5.4, D5.5, D5.6, D5.7, D5.8, D5.11
		6	D5.12, D5.13. D5.14
Professionalism and Leadership (K6)	*"Adults working at all levels in the field of early learning and school-age care require specific knowledge, skills, and dispositions to advocate for and support high quality programs and continuous quality improvement."*	1	K6.1, K6.2, K6.3, K6.10, K.11
		2	K6.3, K6.4, K6.5, K6.7. K6.12
		3	K6.8
		4	K6.9
		5	K6.8
		6	K6.6, K6.11
		7	K6.7, K6.12
		8	D.6.1, D6.2, D6.3, D6.4, D6.6, D6.7, D6.9, D6.10, D6.11
		9	D6.5, D6.6, D6.7, D6.8, D6.12)

Big Ideas Competency Crosswalk

Knowledge Area	Big Idea	Question #	Competency
Health, Safety, and Nutrition (K7)	*"Health, safety, and nutrition standards, which include practices for compliance, apply to early childhood and school-age programs."*	1	K7.1
		2	K7.6
		3	K7.8
		4	K7.1
		5	K7.8
		6	D7.1, D7.2, D7.3, D7.4, D7.5, D7.6, D7.8, D7.9, D7.10, D7.11
	"Professionals play a critical role in the health and safety of children at all times."	1	K7.2, K7.14
		2	K7.5
		3	K7.5
		4	K7.7
		5	K7.10, K7.11
		6	K7.9
		7	D7.1, D7.2, D7.4, D7.6, D7.7, D7.8, D7.9
	"Health, nutrition, and physical activity are an important part of the daily routine."	1	K7.3, K7.4
		2	K7.3, K7.4, K7.13
		3	K7.12, K7.13, K7.14
		4	D7.12, D7.13, D7.14
Program Administration and Organization (K8)	*"Program administrators, directors and owners require a varied skill set/knowledge base to ensure effective programmatic and business decisions are occurring within early learning and school-age programs."*	1	K 8.1, K8.2, K 8.3, K 8.15, K 8.16
			D8.1, D8.2, D 8.3, D 8.15, D 8.16
		2	K 8.12, K 8.13, K 8.14
			D 8.12, D 8.13, D 8.14
		3	K 8.4, K 8.5, K 8.6, K 8.7
			D 8.4, D 8.5, D 8.6, D 8.7
		4	K 8.17
			D 8.17
		5	K 8.8, K 8.9, K 8.10, K 8.11
			D 8.8, D 8.9, D 8.10, D 8.11

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Acknowledgements

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Pennsylvania Big Ideas Framework and Individual Professional Development Plan
for Early Childhood & School-Age Professionals