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Promoting the Role of the Professional Development Specialist: Orientation, Levels of Expertise, and Career Advancement

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Promoting the Role of the NPD Specialist: Orientation, Levels of Expertise, and Career Advancement

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Objectives

Identify levels of expertise for the Professional Development Specialist.

Describe components of an orientation program for each level of expertise.

Identify a framework for a career advancement program for Professional Development Specialists.

Novice

- Definition/Characteristics
- Orientation/Nurturing

Advanced Beginner

Definition

Characteristics:

- Education
- Role and responsibilities

Advanced Beginner Competency Based Orientation

Competency

- Plans and implements inservice education.

Actions

- Review principles of adult education.
- Read Chapter 6: Principles of adult learning in *A Practical Guide to Staff Development*.
- Works with preceptor to plan and implement inservice training.

Advanced Beginner Career Advancement

- Start by listening
- Critical thinking exercise
- Education goals
- Levels of program evaluation
- Identify career goals
- May be used in orientation as well.
- Graduate degree; certification; resources
- EBP in NPD

Competent

Definition

Characteristics:

- Education and experience
- See role in terms of long-range goals
- Carries out basic needs assessments, implement inservice and CE
- Gather evaluation data: OK with reaction and learning.

Competent Competency Based Orientation

Competency

Gathers and analyzes evidence pertaining to reaction, learning, and behavior levels of evaluation.

Action

- Reviews data from past programs.
- Works with preceptor to analyze data.
- Reads Unit 5 in *A Practical Guide to Staff Development*

Competent Career Advancement

- Critical thinking exercise
- Identify a mentor
- Certification
- Pursue committee leadership
- Orientation as well as career
- Within or outside the organization
- Identify study strategies
- Works with mentor

Proficient

Definition

Characteristics:

- Experience
- Sees situations as a whole rather than parts
- Quickly adapts to unexpected events
- Seek out EBP based on impact of education and ROI

Proficient Competency Based Orientation

Competency

Gather and analyze evidence for all levels of evaluation and apply to EBP in NPD

Action

Works with preceptor to gather and analyze evidence and apply that evidence to EBP in NPD.
Read *Evidence Based Staff Development*

Competent Career Advancement

- Critical thinking exercise
- Focus on leadership roles
- Advance the role and image of NPD
- Orientation as well as career advancement
- Education; leadership in professional associations; presentations
- EBP; outcome-based

Expert

Definition

Characteristics:

- Education and experience
- Sees the essentials; doesn't need rules; responds quickly to unexpected events
- Need career opportunities in innovative, complex opportunities

Expert Competency Based Orientation

Competency

- Ensures that EBP is the foundation of all NPD activities

Action

- Works with preceptor to identify current EBP status and make improvements
- Refer to *Evidence-based Staff Development*

Expert Career Advancement

- Critical thinking exercise
- Serves as and seeks mentor
- Seeks leadership opportunities at executive level
- Orientation as well as career advancement
- Utilizes sources within and outside the organization
- Run for national office; pursue promotion

References

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