

Credential AREA: Family Specialist Credential (Levels 2-3)
TOPIC: PPD Stacked Domain-Specific Assessment Example
Professional Reflection & Development Plan

I. Assessment Competency & Standards Alignment

Gateways Competencies Assessed
FSC PPD1: Demonstrates professionalism in appearance, behavior, and disposition
FSC PPD2: Demonstrates professional conduct consistent with codes of ethics and standards (e.g., family support principles) outlined by legal entities, by the profession, and by family and child programs and services, including those related to dignity and right to privacy
FSC PPD4: Engages in reflective practice and the design of a professional development plan with the goal of improving professional practice and fostering professional growth and cultural competence

II. Assessment Task Description/ Directions

For this assessment, you are required to reflect on your current strengths and challenges in professional practice. Your goal in reflecting upon your professional practice is to provide a foundation for later development of a professional development plan and to improve professional practice and foster professional growth and cultural competence.

Level 2: Reflection

Reflect on your professional values and related practices using a multitude of data collection points, such as a professional disposition-focused assessment (e.g. the master rubric for this credential assessment), the National Association for the Education of Young Children’s (NAEYC) Code of Ethical Conduct (<https://www.naeyc.org/resources/position-statements/ethical-conduct>), the Diversity-Informed Tenets for Work with Infants, Children, and Families (<https://imhdivtenets.org>) to guide your self-reflection. Include an assessment of competencies related to honoring diverse perspectives and your capacity to adjust practice in ways that address personal bias and strengthen your cultural and linguistic responsiveness in your focus. Respond to each of the following:

Technology Option:
- Collaboration options

1. What are your current strengths related to your capacity to engage with others in ways that are reflective of your professional values?
2. What do you see as areas of personal bias that may influence your capacity to work effectively with others?
3. What do you see as areas of strength and growth regarding cultural and linguistic responsiveness?

4. Describe indicators of professional appearance, behavior, and disposition, examples to draw from include photos of appearance, documented reflections of behavior, feedback from a supervisor/ instructor/ boss, including others.
5. Identify three professional codes of ethics and/or standards outlined by legal entities, by the profession, and by family and child programs and services, including those related to dignity and right to privacy.

At Level 3, also:

Part 2: Professional Development Plan

Based on your reflection, identify five goals for improving professional practice. Include at least one goal related to increasing your skills in cultural competence.

- 1.
- 2.
- 3.
- 4.
- 5.

Technology Option:
 - Website options (or OneNote)

For each of the goals for improving professional practice created, identify one active strategy that will support you in attaining your goal.

Goal	Strategy Supporting Goal Attainment
1.	
2.	
3.	
4.	
5.	

III. Assessment Rubric

FS Personal & Professional Development Master Rubric					
Competency	Competent				Unable to Assess
	Checklist Criteria				
PPD1: Demonstrates professionalism in appearance, behavior, and disposition	Interactions & Communication...				
		listens and responds with an open mind to suggestions			
		communicates with honesty, respect, & integrity			
		addresses conflict appropriately			
		seeks and considers the opinions of others			
		demonstrates empathy			
		verbal and non-verbal language, behaviors and interactions demonstrate emotional control and maturity			
	Ethics & Responsibility...				
		protects and Maintains confidentiality			
		is dependable and responsible in time management (Present, on time, engaged, meets deadlines, responds in a timely manner)			
		is on-task, engaged & prepared			
		uses digital devices responsibly and appropriately			
		respects student and family privacy both hard copy and electronically			
		uses social media in respectful and professional ways			
		dresses professionally for context/situation			
		maintains professional interactions with staff & families			
	Reflection & Flexibility...				
	seeks and uses feedback from others				
	incorporates feedback in subsequent practice				
	reflects accurately regarding own strengths and weaknesses				
	adapts to unexpected or new situations				
Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
PPD2: Demonstrates professional conduct consistent with codes of ethics and standards (e.g.,	Identifies legal and policy frameworks that underlie different family and child service systems Demonstrates professional	Identifies legal and policy frameworks that underlie different family and child service systems	Identifies legal and policy frameworks that underlie different family or child service systems	Identification of legal and policy frameworks that underlie different family or child service systems inaccurate or incomplete	

<p>family support principles) outlined by legal entities, by the profession, and by family and child programs and services, including those related to dignity and right to privacy</p>	<p>conduct consistent with codes and standards of legal entities, programs, and own profession</p> <p>Demonstrates behavior that reflects understanding of personal choices and actions on families and team members, including effects of own beliefs, knowledge, skills, and professional goals</p> <p>Demonstrates behavior consistent with understanding professional roles during interactions with families, and states implications for family visits and other services</p> <p>Professional conduct demonstrates cultural and linguistic competence</p>	<p>Demonstrates professional conduct consistent with codes and standards of legal entities, programs, and own profession, including those related to dignity and right to privacy.</p> <p>Demonstrates behavior consistent with understanding professional roles during interactions with families, and states implications for family visits and other services</p>	<p>Demonstrates professional conduct on a generally consistent basis with codes and standards of legal entities, programs, and own profession, including those related to dignity and right to privacy.</p> <p>Demonstrates behavior that is generally consistent with understanding professional roles during interactions with families, and states implications for family visits and other services</p>	<p>Demonstrates behavior that does not reflect understanding of codes and standards of legal entities, programs, and own profession, including those related to dignity and right to privacy.</p> <p>Demonstrates behavior that is inconsistent with understanding professional roles during interactions with families, and states implications for family visits and other services</p>	
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Yellow = Level 2

IV. Data Collection & Analysis Tool

Competencies	Cumulative Assessment Data				
Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
FSC PPD1: Demonstrates professionalism in appearance, behavior, and disposition					
FSC PPD2: Demonstrates professional conduct consistent with codes of ethics and standards (e.g., family support principles) outlined by legal entities, by the profession, and by family and child programs and services, including those related to dignity and right to privacy					

FSC PPD4: Engages in reflective practice and the design of a professional development plan with the goal of improving professional practice and fostering professional growth and cultural competence					
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