Identify needs and challenges

When planning your Professional Learning and Development you should consider needs and challenges coming out of key processes and documents, such as –

Work plans Improvement plans

Target setting Inspection reports

Professional Development review / Appraisal Community Planning and LOIP

Support and Supervision Previous Review

Consider these questions –

* What impact/change, if any, do you want or anticipate for;
	+ Your thinking and understanding
	+ Your professional actions
	+ Your interactions with learners / community / colleagues ?
* How will you know the impact your professional learning and development will have had on
	+ Your practice
	+ Community members/learners/users
	+ Colleagues
* What evidence might you collect and how will you collect it?
* How will you make sense of this evidence?
* Will you share your learning and development knowledge and understanding with others?
* What will your professional learning and development look like? (e.g. enquiry, further study, collaborative activity, project and development work)
* How do these learning goals relate to CLD Standards Council Professional Standards (i.e. competences, ethics, values and principles)?
* Will they be SMART (Specific, Measureable, Relevant and Time Limited)