

Fourth Annual Professional Development Partnership (PDP) Institute

Theme: Built to Last: Powerful Professional Development In A Time Of Change

This year's Institute focused on building a sustainable infrastructure for professional development.



Location: Omni Interlocken Hotel in Broomfield, Colorado

New this Year: PDP thought **green**. All PDP Institute documents were provided on thumb drives for participants and are also available online. This drastically reduced paper waste. Additionally, PDP worked in partnership with the Omni hotel to reduce, reuse, and recycle materials from the event. Visit www.pdp-rmc.org/green for information on **green** PD.

77 Participants:

- 31 State Education Agency (SEA) PD Coordinators and 11 team members representing 38 DASH-funded programs in 28 states (funded for HIV Prevention and/or Coordinated School Health [CSH])
- 8 Non-Governmental Organization (NGO) PD Coordinators and 1 team member
- 7 Local Education Agency (LEA) PD Coordinators and 6 team members representing 9 DASH-funded programs in 8 large urban school districts (funded for HIV and/or Asthma Prevention)
- 3 Territory PD Coordinators funded for HIV Prevention and 1 team member
- 3 PD Coordinators representing the National PD Provider Group
- 2 Tribal Group PD Coordinators and 1 team member (funded for HIV Prevention or CSH)
- 3 CDC DASH Representatives

Keynote Speakers

Motivating All Learners: Tapping Into Generational Traits and Strengths *Facilitator: Phyllis Kritek, RN, PhD, FAAN*
Dr. Kritek, a renowned author and presenter on conflict resolution, addressed the topic of the four major generations represented in today's workplace. As a society that frequently relates to others based on our perceived "positions" and how that position differs from the people around us, the values and communication styles across generations are causing conflict. Professional development teams must learn to appreciate the different wisdom brought to the workplace by each generation and span the gap through effective communication.

Developing the Professional Developer: Innovative Techniques for Engaging Learners *Facilitator: Debbie Estes, EdD*
Communicating, whether it be one-on-one or one-to-five-hundred, is becoming a necessary skill. Information is power, and as we attempt to empower others we must become more clear and effective in the way we present that information. This session was highly interactive and brain-compatible. Key points of effective presenting were explored and analyzed. Participants were exposed to the latest research by Suzanne Bailey, Bob Garmston, Bruce Wellman, Pat Wolfe, and others:

- Ways to build effective learning communities
- An event design that is the foundation for optimum learning
- The "nested process" of staff development
- The five presentation stages
- A technique for voice inflection
- The importance of connecting with the mind styles in your audience



Pre-session Descriptions

Visuals that POP!: Effective Use of Charting and PowerPoint *Facilitators: Ali Maffey and David Turner*

Charting with Style and Ease—Even in this age of technology, flip charts remain one of the most widely used and useful training tools. Charting is inexpensive, versatile and, through the use of a few important guidelines, an effective approach to instruction. In this session, a number of charting do's and don'ts were shared as participants practiced new techniques.

Avoiding “Death by PowerPoint”—Cringe-inducing PowerPoint presentations are nothing new. Overcrowded slides and flying clip art are two of the most notorious offenders. Participants learned ten simple tips to avoid these pitfalls. Topics included appropriate use of graphics, template selection, transitions and animations, basic principles of layout and design, and alternative ways of presenting data.

Greening Up Your Professional Development Events *Facilitator: Debra Christopher*

Everywhere you turn these days people and organizations are “going green”—and for good reason. “Greening” saves energy and money, reduces waste and pollution, and protects our health. As responsible health professionals and professional development providers it is imperative that we model the delivery of environmentally friendly professional development events. Participants explored a variety of tips and techniques that apply whether one is conducting a three-hour staff meeting or a large three-day event. A comprehensive checklist and resource list were provided.

New Professional Development Coordinator Orientation *Facilitators: Kristy Jones and Natalie Boyer*

This session was designed to introduce new PD Coordinators (within the last 12 months) to the coordinator roles and responsibilities and to the many resources and technical assistance options available through the Professional Development Partnership. In addition, participants explored research and best practices regarding professional development and the interface with the DASH Professional Development Practices.

Skill-Building Session Descriptions

Got Trainers? Build That Cadre *Facilitator: Debra Christopher*

Developing and utilizing a community (cadre) of highly skilled trainers enhances a site's ability to provide multiple training events without draining program personnel time and resources. In this session, RMC staff gathered 20+ years of experience to share a proven framework for effective cadre development, including steps for recruitment, certification, management, and feedback. Strategies for continually developing the skills of trainers were shared along with “lessons learned,” cool tools, and rousing resources targeting all aspects of cadre development.

Building A High Functioning Professional Development Team *Facilitator: Mary A. Doyen*

A high functioning team is at the core of a sustainable professional development infrastructure. In order for a team to be high functioning, members must share a common purpose *and* the responsibility for achieving team goals. Healthy teams know how to engage in conflict and hold team members accountable. They value *collective* achievement over individual accomplishment. This session provided participants with opportunities to learn strategies they can incorporate in their workplace that will improve productivity and foster personal and professional growth.

Begin With The End In Mind: Evaluating Professional Development *Facilitator: Tessa Crume*

Effective professional development doesn't happen by accident; it happens by design. The best design begins with the end in mind. Thoughtful evaluation planning early in the professional development process is key to gathering useful data that can be used to measure success and improve professional development practices. In this session, participants learned how to develop SMART objectives, develop evaluation questions, identify/develop instruments to collect evaluation data, and use evaluation findings to refine professional development and guide follow-up support and technical assistance.

Step Up and Speak Out: Advocating for Professional Development *Facilitators: Sharon Murray and Ali Maffey*

DASH funded partners play an important role as advocates for powerful professional learning. In this session, participants will identify the proven practices that link professional development to knowledge, attitudes, and behavior change. Participants developed a knowledge base for convincing reluctant colleagues, decision-makers, and stakeholders to support effective professional development practices.