

### Professional Development Objective Examples: Example 8

Example 8 is an excellent example of a powerful professional development objective set by a staff member who already has considerable experience. Not only will they probably learn something new by working with someone this closely, they will contribute significantly to the development of another staff member and be recognized for it.

<p>Objective 1: To support and mentor a new(er) member of staff</p>	<p>Overall target date Start May 2011 – Finish April 2012</p>
<p>Actions and tasks planned to achieve this objective;</p> <ol style="list-style-type: none"> <li>1. Approach supervisor for suggestions on a newer member of staff that may benefit from mentoring</li> <li>2. Ask supervisor to approach the member of staff to make the initial contact and find out if this is something that is wanted</li> <li>3. Conduct 3 observations through the year and give feedback</li> <li>4. Invite the staff member to observe 3 classes and lead post-observation discussion</li> <li>5. Have a fortnightly meeting/coffee/lunch to discuss problems and issues that the person is facing in the class</li> <li>6. Encourage the person to keep a reflective diary and use that as a basis for discussion</li> <li>7. Introduce the person to relevant literature (journals / books / articles) and discuss these in the coffee/lunch meetings</li> </ol>	<p>Interim dates</p> <ol style="list-style-type: none"> <li>1. By end May 2011</li> <li>2. By end May 2011</li> <li>3. By end March 2012</li> <li>4. By end March 2012</li> <li>5. Throughout</li> <li>6. Throughout</li> <li>7. Throughout</li> </ol>
<p>How will the actions, tasks and objective be measured?</p> <ol style="list-style-type: none"> <li>1. Discussion held</li> <li>2. Contact made</li> <li>3. Record that the observations took place with some comments and feedback from both parties</li> <li>4. Record that the observations took place with some comments and feedback from both parties</li> <li>5. Oral report on meetings and some brief follow up/action/outcome points in writing</li> <li>6. Diary and oral report on usefulness of this as a tool</li> <li>7. Oral report</li> </ol>	
<p>Training and development related to this objective</p> <ul style="list-style-type: none"> <li>• None. May possibly need a class covered to facilitate observations but will try to avoid clashes.</li> <li>• May need advice from others on the best sources of literature for the person</li> </ul>	
<p>End of cycle review &amp; rating of objective 1: What actually happened?</p> <p>Rating: Outstanding / Strong and Positive / Satisfactory / Unsatisfactory (delete as appropriate)</p>	
<p>Supervisor's Comment on Review and Rating:</p>	