

Lobby Activity



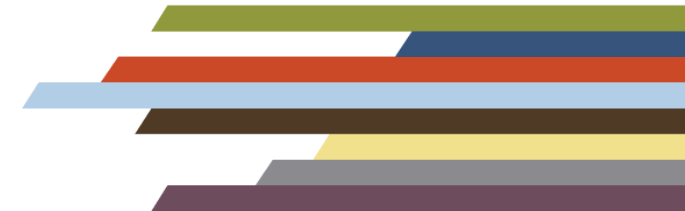
Type in the Chat:

- Your Name
- Location
- How long have you been working in substance misuse prevention



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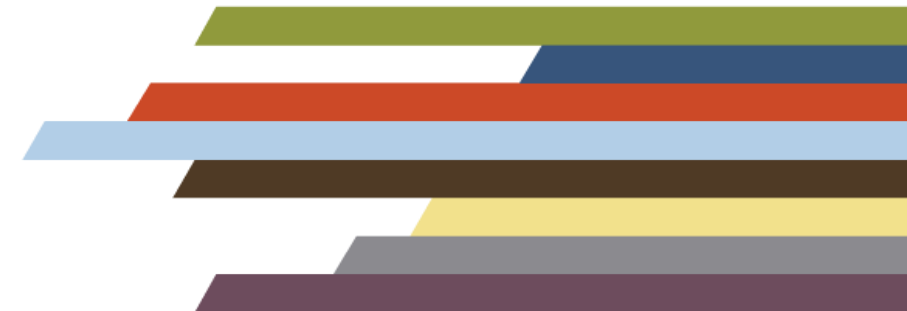
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Prevention Professionals: Planning Your Professional Development Journey

Carol Oliver, Director of Prevention Solutions, Education Development Center

Ivy Jones-Turner, MPA, CPS, Training and Technical Assistance (TTA) Specialist,
Education Development Center

November 1, 2022



Technical Information

This session is being recorded. Following the event, we will share the recording with participants via the Northeast & Caribbean PTTC website & Certificates of Attendance will be sent out to those who have attended the session in full.

Please contact the facilitators if you have any concerns or questions.

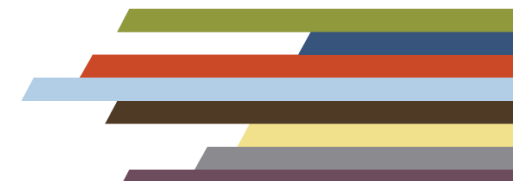
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Evaluation

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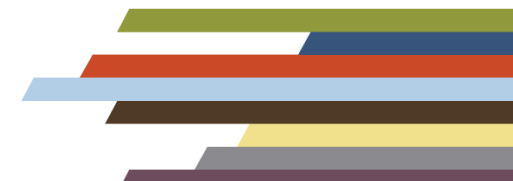
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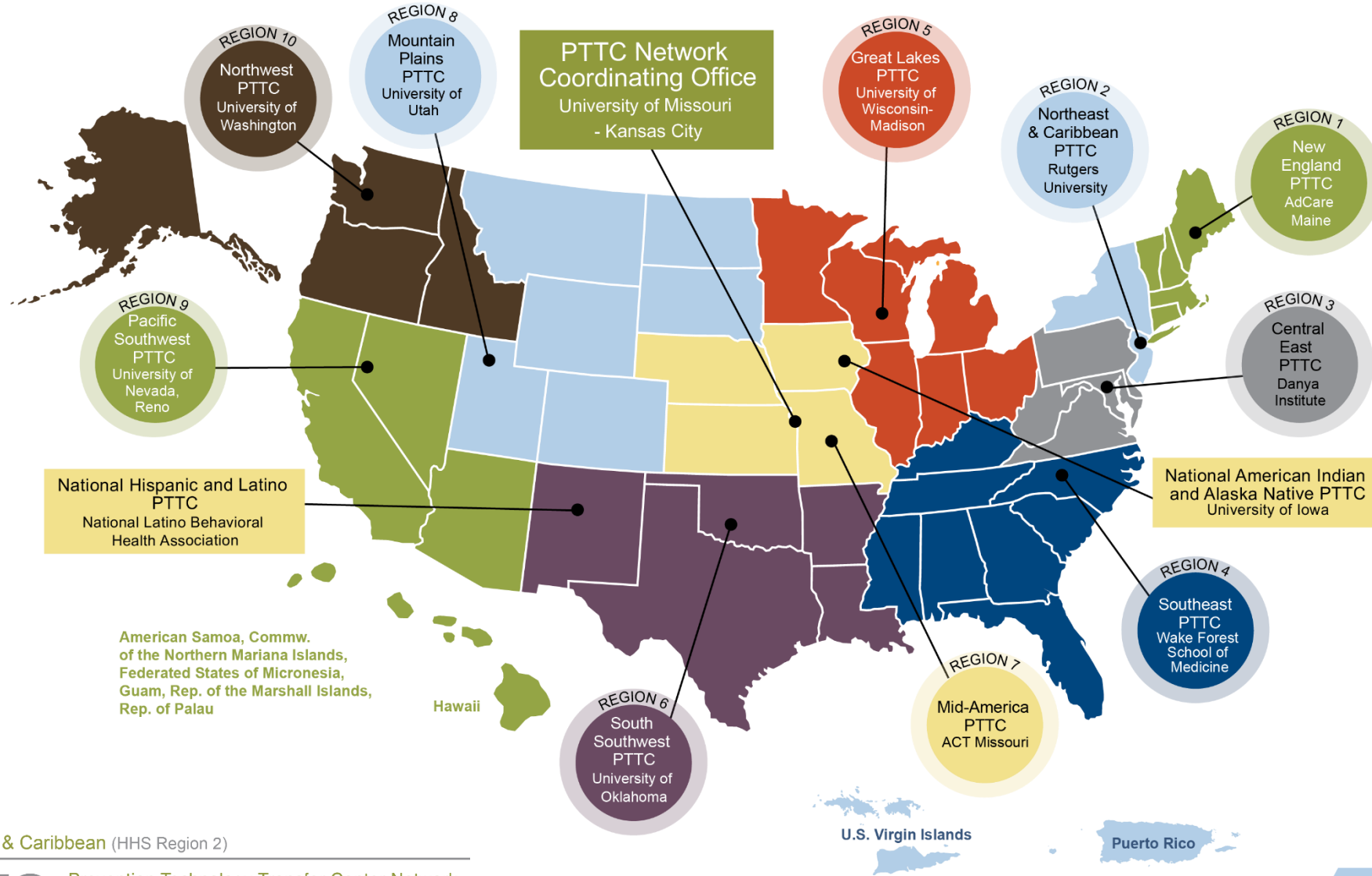




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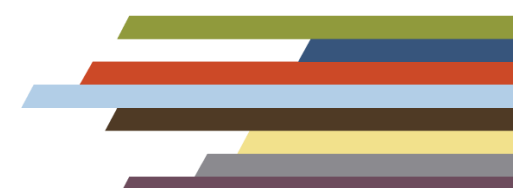
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Presenters



Carol Oliver

Director
Prevention Solutions@ EDC



Clare Neary

Project Coordinator
Rutgers University MPAP
Northeast & Caribbean PTTC



Ivy Jones-Turner

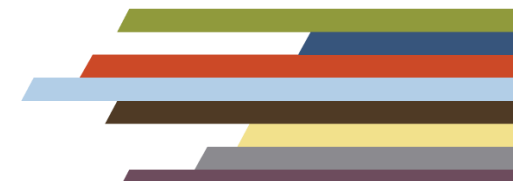
T/TA Specialist
Region 2 PTTC



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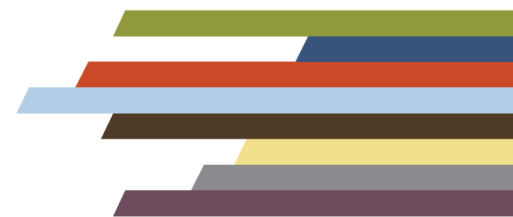
The use of affirming language inspires hope.

LANGUAGE MATTERS.

Words have power.

PEOPLE FIRST.

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices.



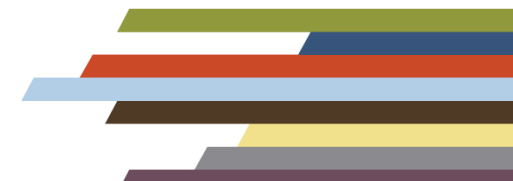
Learning Objectives

- Define professional development
- List 3 types of professional development activities
- List two considerations substance misuse prevention professional should consider regarding professional development
- Describe two benefits for prevention professionals in engaging in professional development activities
- List two steps involved in professional development planning



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Our Agenda

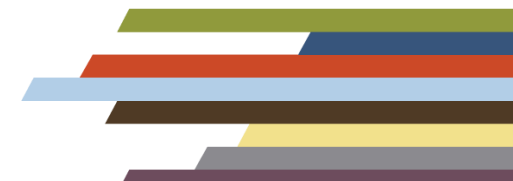
- Professional Development: Understanding the Basics
- The Nature of Substance Misuse Prevention: Implications for The Prevention Workforce
- The Importance of Professional Development to the Prevention Professional
- Planning Your Professional Development Journey



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1



3



4



2

Select the Picture Which Best Fits Your Experience with Professional Development



5

Professional Development Definition

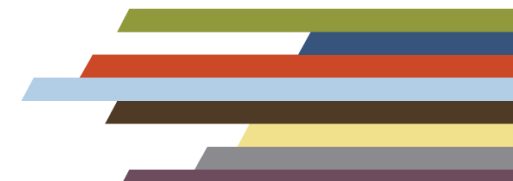
- Professional Development (PD) is an intentionally designed, systematic process used to strengthen the knowledge, skills, and attitudes of a particular workforce
- Professional Development should:
 - Increase active learner engagement
 - Provide optimal conditions for the transfer of learning and implementation of the knowledge and skills in the work setting.



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Center for Disease Control and Prevention



Professional Development Methods²

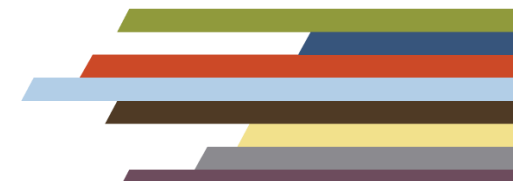
1. Training
2. Observation/assessment
3. Mentoring and coaching
4. Learning Community
5. Apprenticeship

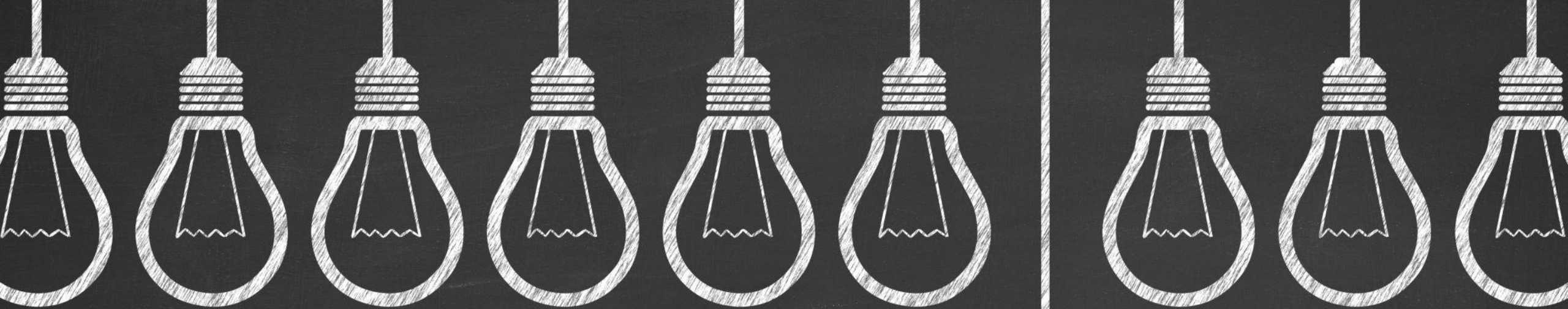


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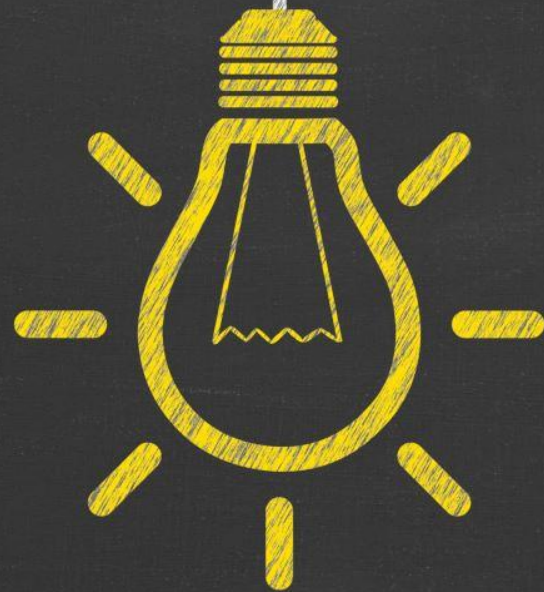
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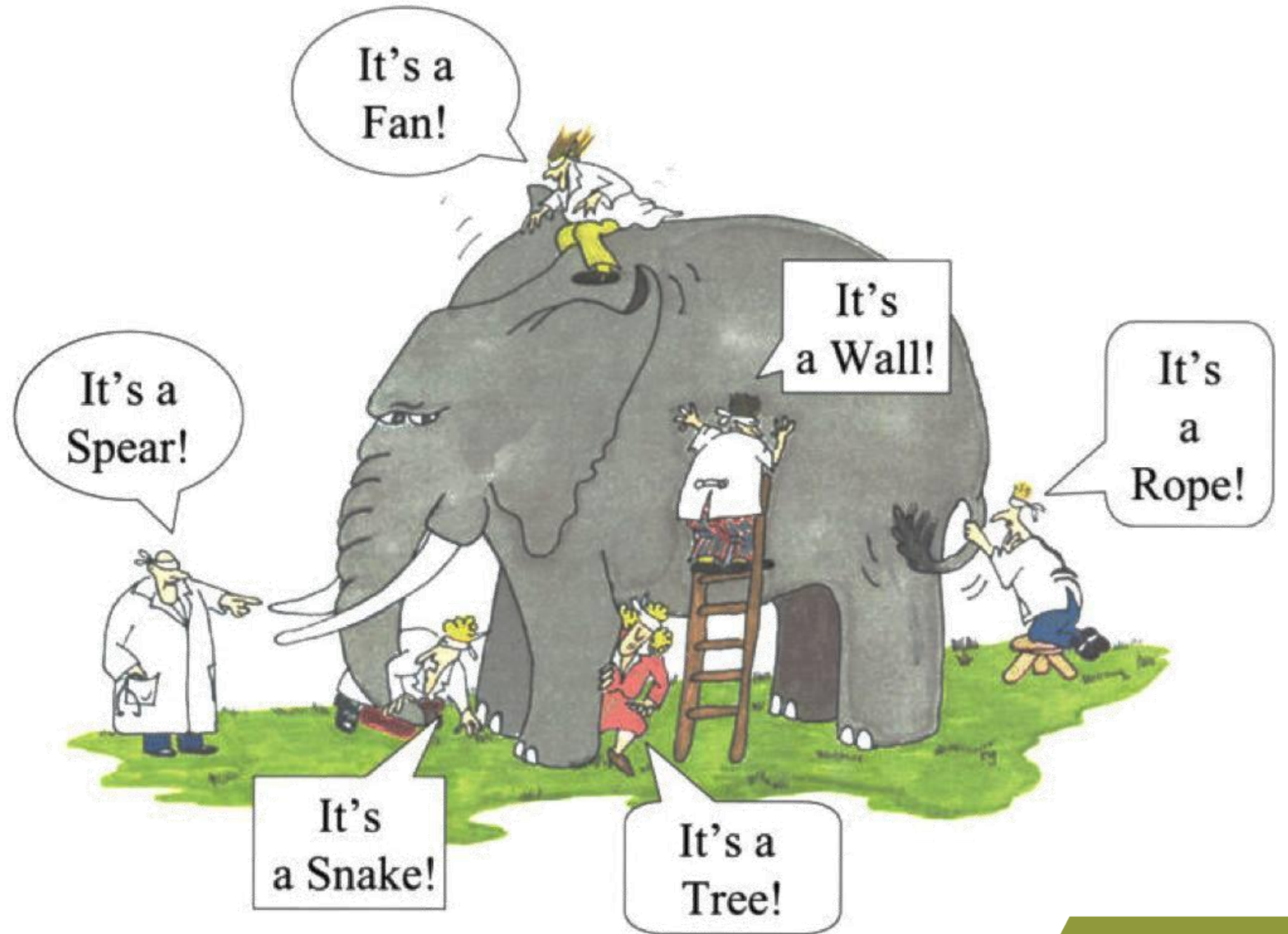




**The Nature of Substance
Misuse Prevention:
Implications for The
Prevention Workforce**

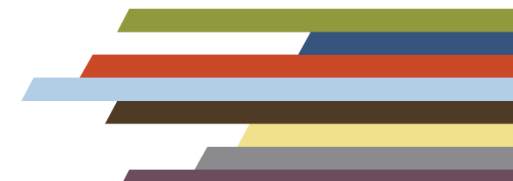


The Nature of Complex Problems



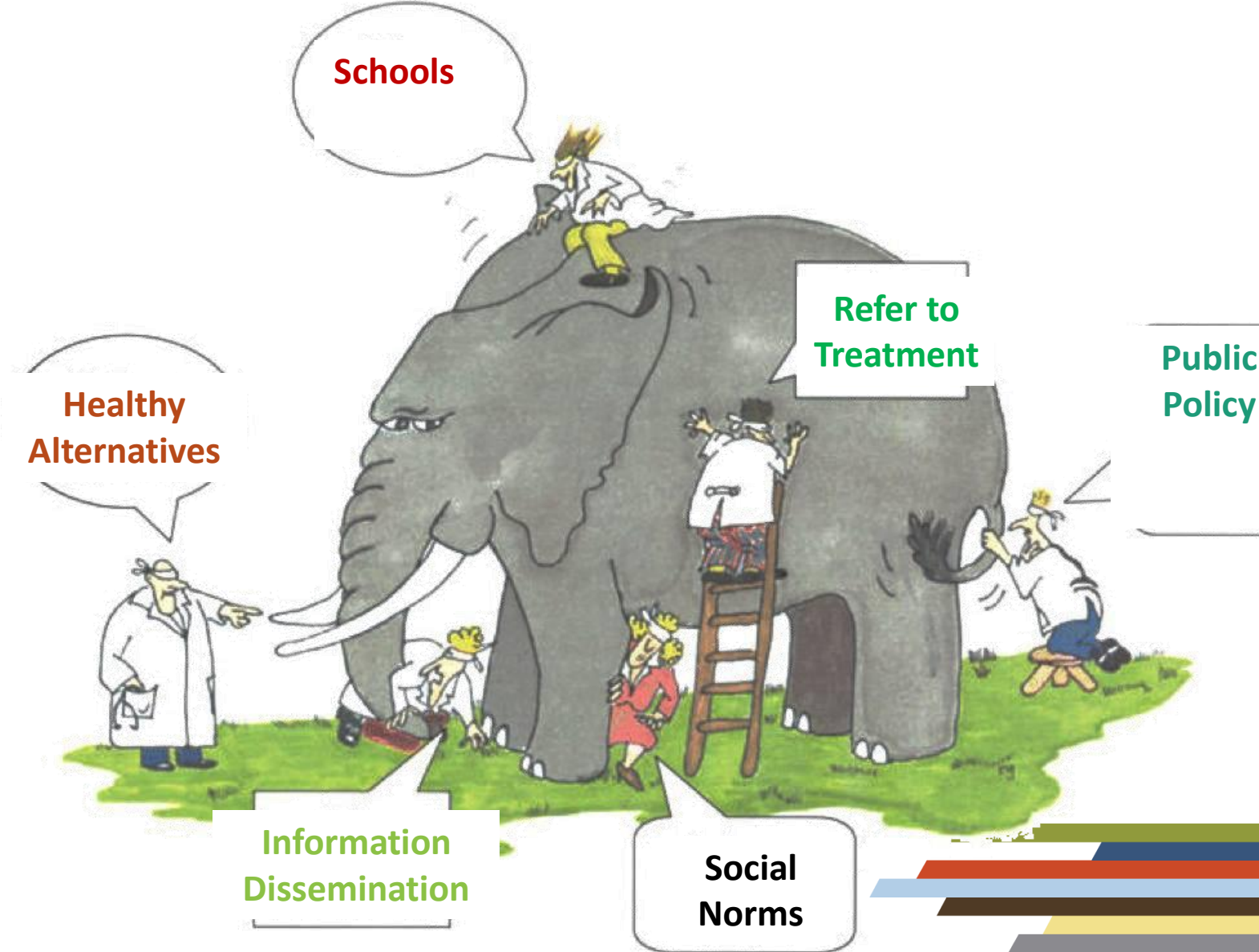
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Substance Misuse Prevention

The complex nature of substance misuse requires the workforce to master **both** knowledge and skills specific to a particular job and general knowledge concerning prevention science



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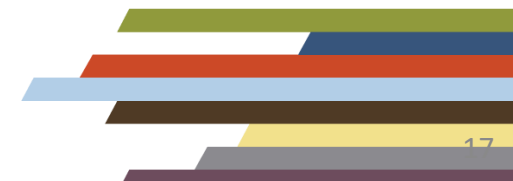
Why Is Professional Development Important in Prevention?



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Professional Development Considerations for the Prevention Workforce

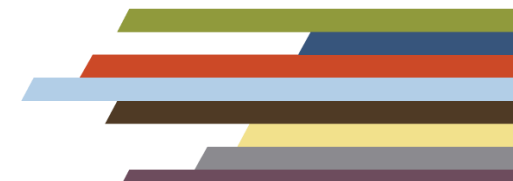
- The field is informed by the fields of behavioral health, public health and education
- Limited number of college and universities programs focused specifically on substance misuse prevention
- People entering the field come from a variety of education back grounds
- Prevention requires both knowledge and soft skills such as facilitation, planning and consensus building



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Professional Development Considerations for the Prevention Workforce

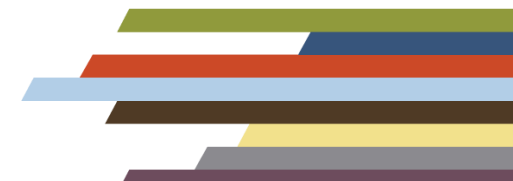
- Implementation science highlights the importance of training in the implementation of most evidence-based approaches
- As the current workforce ages into retirement, we need people to maintain the skills and knowledge in the field



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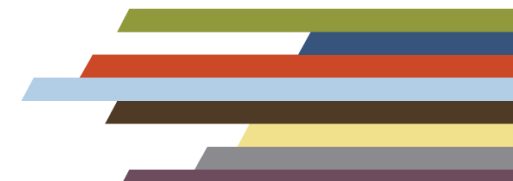
The Importance of Professional Development to the Prevention Professional



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Poll: Select the Sentence (s) that Best Describes Your Experience with Professional Development

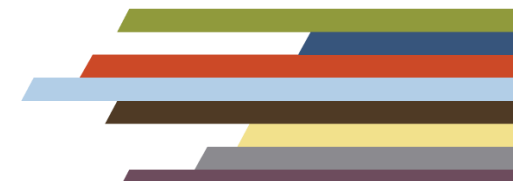
- I have annual professional development goals I pursue
- I take advantage of trainings when they occur but don't have a plan
- In addition to my supervisor, I have a mentor
- I don't have time for professional development because I am too busy
- Professional development trainings are too expensive
- I attend trainings but I don't feel they affect my day- to- day job tasks
- I can't get time off for professional development



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Professional Development Is the Vehicle for Progressing in Your Competency Level ²

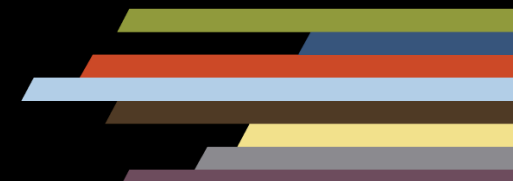
- Novice
- Advanced Beginner
- Competent
- Proficient
- Expert



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Prevention Team
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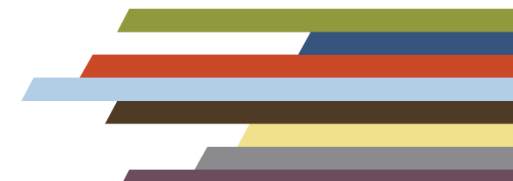


Professional
Development
Can Feed
Your Passion
and Interests



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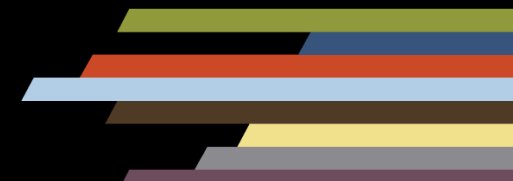
Professional Development Opportunities Can Build Your Career Network



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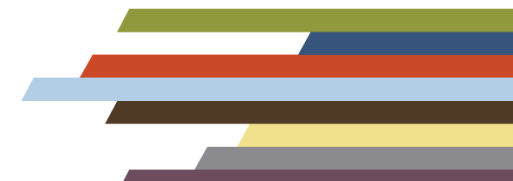


Professional Development Prepares You to Take on New Positions in the Field



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Sample Substance Misuse Prevention Career Paths



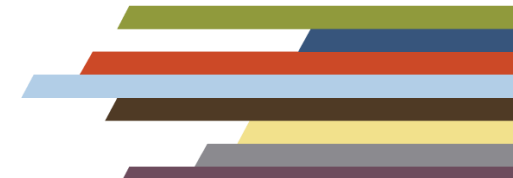
1. School based prevention provider
2. Community coalition prevention specialist or director
3. Prevention Specialist working with indicated and selected populations
4. Prevention program coordination for nonprofit
5. Training and Technical Assistance Providers
6. Social Scientist/ Researcher
7. State or Federal project officer



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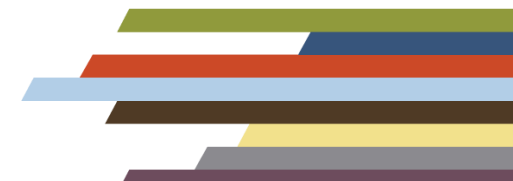
Planning Your Professional Development Journey



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Step 1: Address Your Immediate Professional Development Needs

1

Determine your current knowledge and skill level for your current position

2

Determine what knowledge and skills you need to grow

3

Determine the professional development method(s)

Go-To- Resources: Identifying Competencies and Skills



Your Job Description



Your Organizations Staffing Positions
Classification



Your Annual Review



Your Supervisors



Colleagues in the field



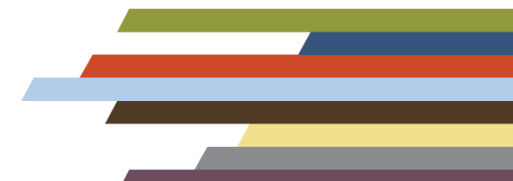
IC & RC Competencies



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IC & RC Competency Domains

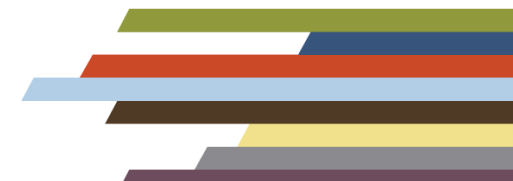
1. Planning and Evaluation
2. Prevention Education and Service Delivery
3. Communication
4. Community Organization
5. Public Policy and Environmental Change
6. Professional Growth and Responsibility



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Using IC & RC Competencies

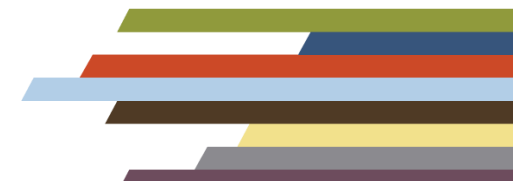
- Examine competencies that are most relevant to your job
- Look at the competencies and skills to determine your current knowledge level (*Novice, Advanced Beginner, Competent, Proficient, Expert*)
- Determine the competencies you need to develop
- Identify the level of knowledge you would like to obtain
- Talk with your supervisor and colleagues about your goals
- "Design your professional development plan



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Step 2: Determining Your Future Professional Development Needs

1

IDENTIFY
POTENTIAL
POSITIONS IN THE
PREVENTION FIELD
THAT INTEREST
YOU

2

TALK WITH PEOPLE
WHO ARE
CURRENTLY
PERFORMING
YOUR JOBS OF
INTERESTS

3

REVIEW JOB
DESCRIPTIONS FOR
THE POSITIONS
INCLUDING
COMPETENCIES
AND SKILLS

4

EXAMINE THE IC &
RC COMPETENCIES
IN RELATIONSHIP
TO THE POTENTIAL
NEW POSITION

5

IDENTIFY SKILLS
AND KNOWLEDGE
YOU WILL NEED
FOR THE NEW
POSITION

Step 3. Identify Available Professional Development Opportunities



Participate in training



Developing a mentoring relationship with someone who has the knowledge and skills



Participate in a learning community with other professionals



Engage in self directed study regarding the topic using articles, videos and other educational materials



Create an apprenticeship with someone you can observe and partner with



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Tips for Developing Your Professional Development Plan

- **Develop a support team**
- **Utilize existing processes such as annual performance review to collect information and document your progress**
- **Utilize multiple professional development methods**
- **Set goals and rewards for yourself**
- **Take into consideration your current work and home life when setting expectations concerning professional development**
- **Document your professional development journey**



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Real-Time Personal Action Planning

- Immediate PD needs
- Future PD needs
- PD Goal
- Steps to take to accomplish this goal
- Potential resources to achieve this goal
- When to get started



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Professional Development Personal Action Plan

The Personal Action Plan is for you to identify what you would like to work towards based on today's training. Please list three six-month goals you have for proactively planning your professional development activities. Your goals should be SMART: Specific, Measurable, Achievable, Relevant, and Time-bound.

What are my immediate professional development needs? What do I anticipate as my future professional development needs?

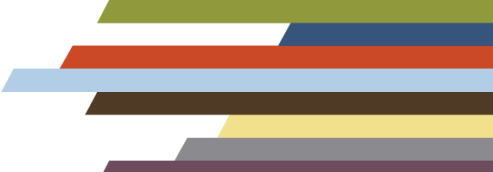
Goal	What steps will I need to take to accomplish this goal?	What resources might I use to meet this goal?	When will I get started?



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Questions?



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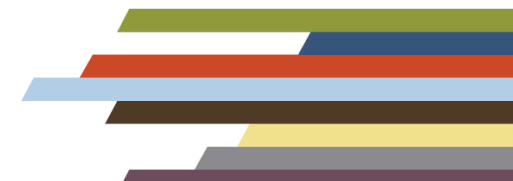
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Thank You!

If you have questions or comments, don't hesitate to contact:

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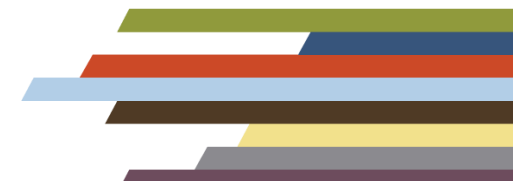
References

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<https://www.tandfonline.com/doi/full/10.1080/2331186X.2016.1252177>
3. Prevention Specialist (PS) <https://internationalcredentialing.org/creds/ps>



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Join Us for Session 2

Planning Your Professional Development Part 2: Certification November 15, 2022

Presenter: Sandra DelSesto

Substance Misuse Prevention Workforce Expert



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