

Early Intervention Leaders

Planning for the Leadership Academy

Professional Development Needs Assessment

PROFESSIONAL DEVELOPMENT MOST NEEDED BY EI LEADERS
(in rank order)

1. Managing fiscal responsibilities of the local system
2. Understanding the responsibilities for leading and managing the local system
3. Information on evidence-based practices in EI
4. Oversight of the local system and providers
5. Understanding and using data, including analyses of trends and making system changes
6. Orientation for new providers
7. Teaming and collaboration
8. Public awareness
9. Child Find

Other topics suggested typically involve billing and transformation.

The Integrated Training Collaborative surveyed system managers, supervisors, and directors about their professional development needs. A total of 40 managers

Survey Results

Respondents indicated that of the nine training topics, they have the greatest need for professional development in “Understanding the responsibilities for leading and managing the local system” and “Orientation for new providers.”

In comparison to the other regions, respondents in Abingdon and Tidewater regions had a higher need for professional development in “Child Find” and “Public Awareness” and respondents in the Valley region showed a higher need for professional development on “Teaming and Collaboration.”

In identifying the needs of the system, respondents indicated a strong need for professional development in all the topic areas other than “Oversight of the local

responded to the online survey, a 63% response rate. Most respondents are local system managers and most have been working in Early Intervention for years.

system and providers.” At least three-fourths of both respondents and their system need professional development in the following topics:

- Information on evidence-based practices in EI
- Understanding and using data, including analyses of trends and making system changes
- Managing fiscal responsibilities of the local system
- Orientation for new providers

For many of the other topic areas, respondents and systems are already fairly knowledgeable but need a review.

PROFESSIONAL DEVELOPMENT MOST NEEDED BY SYSTEMS
(in rank order)

1. Information on evidence-based practices in EI
2. Understanding and using data, including analyses of trends and making system changes
3. Teaming and collaboration
4. Managing fiscal responsibilities of the local system
5. Orientation for new providers
6. Understanding the responsibilities for leading and managing the local system
7. Child Find
8. Public awareness
9. Oversight of the local system and providers

Formats most preferred are concurrent sessions, in which everyone has an opportunity to attend each session, and self-selected concurrent sessions, but participants overall did not have strong preferences either for or against any of the suggested professional development formats.