

## 1.6 Continuous Professional Development

<b>LEARNING OUTCOMES</b>	<p>By the end of this module, learners will be able to:</p> <ol style="list-style-type: none"><li>1. <b>(LO1)</b> Assess and analyze the significance of continuous professional development (CPD) in correctional settings.</li><li>2. <b>(LO2)</b> Set and achieve professional growth goals aligned with personal and system needs.</li><li>3. <b>(LO3)</b> Identify continuous learning opportunities in correctional settings.</li><li>4. <b>(LO4)</b> Analyze professional performance review techniques to enhance professional competence.</li><li>5. <b>(LO5)</b> Create a personalized professional development plan.</li></ol>		
<b>LEARNING ACTIVITIES</b>	<b>Activity 1: Introduction to continuous professional development</b>	Presentation on the importance of ongoing skill development in correctional settings, emphasizing ethical responsibilities, evolving practices, and personal well-being.	<b>240 min</b>
	<b>Activity 2: Professional development goals</b>	Discussion and practical self-reflection activities on setting and prioritizing professional development goals aligned with career progression, organizational needs, and effective time management strategies.	<b>270 min</b>
	<b>Activity 3: Learning and development opportunities</b>	Exploration of formal and informal CPD opportunities, including training programs, mentorship, professional associations, and digital learning platforms.	<b>300 min</b>

	<b>Activity 4: Use of performance reviews for professional growth</b>	Reflective exercises and case-scenarios in performance reviews and constructive feedback strategies.	<b>270 min</b>
	<b>Activity 5: Professional development plan</b>	Reflection exercises and case studies to develop a personalized CPD plan that supports long-term career development and adaptability in correctional settings.	<b>360 min</b>
<p><b>Activity 1: Introduction to Continuous Professional Development</b></p> <p><b>Description:</b> Learners will explore the significance of continuous professional development (CPD) in correctional settings, analyzing its impact on their career growth, ethical decision-making, and service delivery. They will examine how evolving policies, laws, and best practices shape their responsibilities and reflect on how CPD contributes to their well-being, resilience, and effectiveness in high-stress environments.</p> <p><b>Instructor's Actions:</b></p> <ul style="list-style-type: none"> <li>• Provide an overview of CPD in correctional settings, highlighting its importance.</li> <li>• Facilitate discussions on ethical responsibilities and evolving professional practices.</li> <li>• Present case studies on CPD impact in correctional settings.</li> <li>• Guide learners through reflective exercises on professional experiences and personal well-being.</li> </ul> <p><b>Learners' Actions:</b></p> <ul style="list-style-type: none"> <li>• Engage in discussions and share personal views on professional development.</li> <li>• Analyze case studies to understand real-world applications of CPD.</li> </ul>			

- *Reflect on how CPD contributes to their effectiveness and well-being.*
- *Discuss how multiple factor, including cultural background, affects ethical decision-making in correctional environments.*

**Connections:**

- Learning outcomes: LO1
- Educational content: Text-based resources and case studies
- Assessment: Participation in discussions and reflections

**Activity 2: Professional development goals**

**Description:** *Learners will create a set of meaningful and achievable professional goals that align with their career aspirations and organizational expectations. They will apply the SMART goal framework, assess their strengths and areas for improvement, and learn strategies to manage their time effectively, ensuring CPD remains an integrated part of their professional growth.*

**Instructor's Actions:**

- *Introduce goal-setting frameworks (e.g., SMART goals) and their relevance to CPD.*
- *Provide exercises for learners to assess their strengths and skill gaps.*
- *Offer guidance on aligning personal goals with institutional expectations.*
- *Facilitate a workshop on time management and prioritization.*

**Learners' Actions:**

- *Create a set of goals for professional growth.*
- *Incorporate cultural sensitivity into their goals for CPD.*
- *Assess personal competencies and identify areas for improvement.*

- *Participate in peer discussions on career mapping.*

**Connections:**

- Learning outcomes: LO2
- Educational content: Text-based resources, case studies, and practical exercises.
- Assessment: Participation in discussions, written report on professional goals.

**Activity 3: Learning and development opportunities**

**Description:** *Learners will identify learning opportunities in their countries, ranging from formal training programs and certifications to mentorship, peer learning, and professional networks. They will explore digital learning tools, research-based resources, and professional associations.*

**Instructor's Actions:**

- *Present different types of learning opportunities (formal training, mentorship, digital learning).*
- *Facilitate discussions on the benefits of mentorship and coaching.*
- *Assign research tasks on professional and scientific literature, and learning programs in practitioners' countries.*

**Learners' Actions:**

- *Research and present on CPD opportunities relevant to their career path in different cultural contexts.*
- *Engage in mentorship or peer learning activities.*
- *Participate in online learning challenges or training sessions.*
- *Create a report on available literature/research, or learning programs.*

**Connections:**

- Learning outcomes: LO3
- Educational content: Text-based resources, case studies, and practical exercises.

- Assessment: Participation in discussions and online learning sessions, written report.

#### **Activity 4: Use of performance reviews for professional growth**

**Description:** Through interactive activities, learners will practice using structured reflection, performance evaluations, and constructive feedback techniques to identify areas for growth.

##### **Instructor's Actions:**

- Explain the role of performance reviews in professional growth.
- Conduct workshops on self-assessment and competency-based evaluation.
- Provide role-play exercises to practice giving and receiving feedback.
- Highlight cultural differences in feedback and performance evaluation.

##### **Learners' Actions:**

- Reflect on the significance of performance reviews.
- Participate in discussions on reviews and feedbacks.
- Engage in reflective activities and case studies.

##### **Connections:**

- Learning outcomes: LO4
- Educational content: Text-based resources, videos and interactive activities
- Assessment: Self-reflection and scenario-based evaluation

#### **Activity 5: Professional development plan**

**Description:** Learners will create a personalized CPD plan tailored to their career goals. They will engage in tracking their progress, adjusting their learning strategies, and exploring long-term career development opportunities to sustain their professional growth.

##### **Instructor's Actions:**

	<ul style="list-style-type: none"> <li>• <i>Provide a step-by-step guide to creating a CPD plan.</i></li> <li>• <i>Review examples of well-structured CPD plans.</i></li> <li>• <i>Facilitate a workshop on long-term career planning and leadership development.</i></li> <li>• <i>Assess learner progress through portfolio presentations.</i></li> </ul> <p><b>Learners' Actions:</b></p> <ul style="list-style-type: none"> <li>• <i>Draft and refine a personalized CPD plan.</i></li> <li>• <i>Present their CPD plan and receive feedback from peers and instructors.</i></li> <li>• <i>Discuss ways to continuously improve cultural awareness in their professional journey.</i></li> <li>• <i>Reflect on long-term career goals and explore professional opportunities.</i></li> </ul> <p><b>Connections:</b></p> <ul style="list-style-type: none"> <li>• Learning Outcomes: LO5</li> <li>• Educational content: Text-based resources, interactive activities, CPD templates, multimedia materials.</li> <li>• Assessment: Self-reflection and peer feedback.</li> </ul>
<b>EDUCATIONAL CONTENT/ RESOURCES</b>	<ul style="list-style-type: none"> <li>• <b>Core material:</b> Educational content developed with interactive activities, PDFs, and videos.</li> <li>• <b>Multimedia resources:</b> Videos demonstrating lectures on lifelong learning and professional growth, time management and prioritization strategies, online forums / social media groups for networking.</li> <li>• <b>Practical tools:</b> Role-playing scenarios, case studies, reflection exercises, and (self)assessment templates.</li> </ul>
<b>UTILIZATION OF ICT</b>	<ul style="list-style-type: none"> <li>• <b>LMS Integration:</b> All materials and activities will be hosted on the PICTURES Learning Management System (e.g., Moodle)</li> </ul>
<b>INSTRUCTIONAL METHODS</b>	<ul style="list-style-type: none"> <li>• <i>Lectures &amp; presentations: Introduction to key concepts.</i></li> <li>• <i>Simulations: Hands-on practice in correctional settings scenarios.</i></li> </ul>

	<ul style="list-style-type: none"> <li>• <i>Case study analysis: Exploration of real cases in correctional settings.</i></li> <li>• <i>Individual projects: Creation of professional goals and a professional development plan.</i></li> <li>• <i>Reflective exercises: Self-assessment and discussion of learning experiences.</i></li> </ul>
<b>DELIVERY MODE</b>	<ul style="list-style-type: none"> <li>• <i>Online/Self-directed: Theoretical content and case studies.</i></li> <li>• <i>Face-to-face: Interactive exercises and simulation.</i></li> </ul>
<b>ASSESSMENT METHODS</b> (formative and/or other assessments for each unit/module, if applicable)	<p><i>Formative Assessments: Multiple-choice quizzes, interactive scenarios, and group discussions.</i></p> <p><i>Summative Assessments: Final reflective activity and creation of CPD plan.</i></p> <p><i>Peer &amp; Self-assessment: Reflection exercises and feedback from peers.</i></p>