

Relationship-Based Professional Development Standards

What is Relationship-Based Professional Development (RBPd)?

Relationship-based professional development (RBPd) is defined as using professional relationships as a primary method to support the growth and development of adult learners. This approach uses a cycle of inquiry to facilitate the adult-learning process by taking individuals through steps of goal setting, observation, assessment, action planning, reflection and feedback.

What Are The RBPd Standards?

Relationship-based work is multifaceted. In order to support the professionals who provide these learning supports, the Department of Children, Youth & Families developed the RBPd Standards to describe the foundational skills and knowledge that professionals must have to apply reflective, relationship-based strategies to job-related improvements.

Why Do We Need RBPd Standards?

Our goal is to create preparation pathways that will grow the RBPd workforce. In order to do so, we needed to define the professional standards of practice that highlight the specialized expertise that is necessary to effectively do this work. Now that we have standards, we will be able to set the stage for the development of a variety of professional learning opportunities.

What is New in This Version of The RBPd Standards?

The original document was revised to include:

- More comprehensive standards and competencies
- Leveled progressions for each standard
- New anti-bias standard
- List of resources to support professional development
- Self-assessment tool for practitioners

How Should This Resource Be Used?

Relationship-based professionals and those who hire and supervise relationship-based professionals may use this document for:

- Individual self-reflection and self-assessment
- Development of individualized professional learning plans
- Development of individualized role-based onboarding plans
- Design of professional learning opportunities
- Support hiring and staff development

