

The Future of Professional Development is Relationship-Based

What Do We Know?

- Traditional professional development approaches are not leading to long-term changes in practice.¹
- Effective in-service professional learning must be ongoing, intentional, reflective, goal-oriented, job-embedded and involve learning from and with peers.²
- Individuals who participate in relationship-based learning are more likely to apply new knowledge and skills, and create lasting changes in practice.³

Relationship-Based Professional Development is necessary to create meaningful and impactful learning opportunities.

Relationship-based professionals build a collaborative partnership based on mutual respect and understanding that honors the identity, voice and experiences of learners.



Why Does RBPD Work?

Because it is learner-driven! Learners are able to:

- Initiate and decide on the direction of their professional development.
- Receive individualized support based on their unique strengths and context.
- Engage in a reflective learning cycle as they apply new information to practice.
- Learn strategies for recognizing and interrupting automatic patterns of behavior.

¹ Darling-Hammond, L., Hylar, M.E., & Gardner, M. 2017. *Effective Teacher Professional Development*. Learning Policy Institute. Retrieved from: learningpolicyinstitute.org/sites/default/files/product-files/Effective_Teacher_Professional_Development_REPORT.pdf.

² Institute of Medicine (IOM) and National Research Council (NRC). 2015. *Transforming the workforce for children birth through age 8: A unifying foundation*. Washington, DC: The National Academies Press.

³ Joyce, B., & Showers, B. (2002). Figure 5.2: Training components and attainment of outcomes in terms of percent of participants. *Student Achievement through Staff Development*, 3rd edition. Alexandria, VA: Association for Supervision and Curriculum Development.



What Does This Mean for the Department of Children, Youth & Families (DCYF)?

DCYF is invested in providing impactful learning opportunities to those who care for children, youth and families. By building the capabilities of adults, we are supporting positive child and family outcomes.

DCYF Will Prepare a Workforce to Provide Effective RBPD by:

1. Establishing professional standards of practice for relationship-based professionals (Summer 2019).
2. Creating training and higher education preparation pathways to grow the RBPD workforce (2025).

What Will This Accomplish?

1. Increase the understanding and recognition of relationship-based learning.
2. Create professional learning opportunities for relationship-based professionals.
3. Generate workforce data to guide growing diverse and qualified professionals.
4. Increase the availability of RBPD supports.

Stay Informed

Find the latest RBPD information on DCYF's website: [tinyurl.com/DCYF-RBPD](https://www.dcyf.wa.gov/tinyurl.com/DCYF-RBPD).



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