



This tool was originally developed by Planned Parenthood of the Great Northwest and the Hawaiian Islands to support our Educators in providing high quality education and training for teens, parents, families, and professionals. This Professional Development Tool is designed as a diagnostic tool to identify ongoing learning opportunities and areas for growth. This instrument can be used for both new and seasoned educators. We suggest new educators take the assessments within their first month of employment, and that all Educators use the Skills Assessment at least once a year as a method of tracking progress and prioritizing professional development opportunities.

1. The **Content Knowledge Assessments** detail the fundamental **knowledge** Educators should know to deliver medically accurate, comprehensive sex ed, and include:
 - a. Sexual Abstinence and Birth Control
 - b. Sexual Anatomy & Reproduction
 - c. STIs & HIV
 - d. Relationships & Consent
 - e. LGBTQ+ Inclusiveness
 - f. Trauma-Informed Practice
 - g. Culturally Humility & Responsiveness
 - After completing each Content Knowledge Assessment, use the rubric at the end of the assessment to identify which items you knew and which ones you need to learn about.
 - Use the associated Resource List to fill your knowledge gaps.
2. The **Skills Assessment** reflect essential competencies we believe Educators should develop and embody when delivering sex education. The assessment is divided into 7 competency areas, with a specific series of skill indicators under each of the following competency areas:
 - a. Lesson Planning
 - b. Creating Positive Learning Environments
 - c. Facilitation Skills
 - d. Trauma-Informed Facilitation
 - e. Cultural Humility & Responsiveness
 - f. LGBTQ+ Inclusive and Affirming Facilitation

- The **Skills Assessment** indicators have been weighted to reflect the natural progression of skill development (as indicated below). We expect an educator to focus on mastering high priority/Red skill development before focusing on strengthening Orange or Yellow highlighted skills.

Indicator Priority

Essential (Red)	Essential and expected of all Educators. Educators should develop these skills first.
Highly Expected (Orange)	Expected from more experienced Educators
Expected (Yellow)	Expected from the most experienced Educators

- After completing the Skills Assessment, we suggest you:
 - Begin by identifying “Essential” (Red) indicator skills where you have assessed your level of expertise to be at “None” or “Some” and build your plan to grow those skills first as these are necessary skills to effectively deliver comprehensive sex education.
 - If you have assessed your skills to be “Strong” on all “Essential” indicator skills, we encourage you to then look at the “Highly Expected” (Orange) indicator skills.
 - And if you are interested in expanding your skills on specific topics, we encourage you to then focus on the “Expected” (Yellow) indicator skills.
- The Skills Assessment tool can also be used as an observation and feedback tool – we encourage you to ask a colleague or supervisor to observe you delivering a lesson(s) and to provide their assessment of your level of expertise on the indicators. You can then compare the observer’s assessment with your own.

3. Creating your Sex Educator Professional Development Plan

- Begin with all the identified **Content Knowledge Gaps** and work to address these first to ensure you’re providing medically accurate information.
- Select 2 – 4 **“Essential” (Red) Skill Indicators** to focus on growing in the upcoming 12 months.
- Identify the action(s) you will take to grow your knowledge or skill for each identified topic or indicator.
- Identify the resource(s) you will employ to grow your ability for each identified topic or indicator. A list of recommended resources have been provided for each topic and indicator, which can serve as a starting point for your plan.



EDUCATOR PROFESSIONAL DEVELOPMENT PLAN

Sex Educator Content Knowledge and Skills Assessment Gaps

- Identify the timing for each action.
- Hold yourself accountable! Track your progress towards growing your skills.

Example – How to Use the Professional Development Workplan

Content Knowledge Growth Professional Development Workplan				
Topic	Question Topic	Action	Timeline	Progress
STIs & HIV	1. STI Facts	Review all Resources List items	August 15	
	6. STI Transmission	Review all Resource List items	August 21	
	10. STI Prevention & Testing	Review all Resource List items	August 28	
	11. HIV Facts and Prevention	Review all Resource List items	Sept. 15	

Skills Growth Professional Development Workplan				
Indicator No.	Indicator Topic	Action	Timeline	Progress
B4	Establish group norms and expectations	Review Resource List items	October	
		Identify how to incorporate creating group norms while delivering sex ed lessons	October	
		Practice creating group norms with a colleague	November	
		Create group norms at the beginning of a sex ed lesson	November	
		Identify what you did well and what/how you can improve the next time	December	

