

Professional Development Profile

Support and enhanced appraisal for LSAs

The *Professional Development Profile (PDP)* has been specifically designed to help organisations develop the skills of learning support assistants (LSAs) who are supporting learners with additional needs.

Each LSA completes an online self-evaluation questionnaire mapped against relevant National Occupational Standards (NOS). Each question is clear and accessible and has detailed explanatory text to support the user. The profile usually takes respondents only 30-60 minutes to complete.

The results of the survey are then used to produce a set of clear, informative reports, for use by managers and by the LSAs themselves.

What you get

The *Professional Development Profile* gives you three types of report:

- **Individual report** – Each person completing the profile receives an individual report which provides a detailed summary of the responses in two formats: a straightforward report of the question set and answers given, and a mapping of their responses to the National Occupational Standards.
- **Group report** – A summary report of all LSAs in the organisation, collated and analysed for use by managers.
- **Comparative report** – Repeat users receive a comparison of profile data over time to provide evidence of improvement and impact.

Excellent value

One use of the *Professional Development Profile* costs just **£395^{+VAT}** per organisation for any number of respondents. For this flat fee, your organisation receives:

- access to the *Profile* for all your LSAs
- a unique username and password for each respondent (so that you can match responses to members of staff)
- clear, detailed individual and group reports
- comparative reports where applicable.

If you would like to place an order, simply complete and return the form overleaf. If you would like more information, please contact us on **01223 350555** or at pdp@pearson.co.uk.



What people have said about the Professional Development Profile

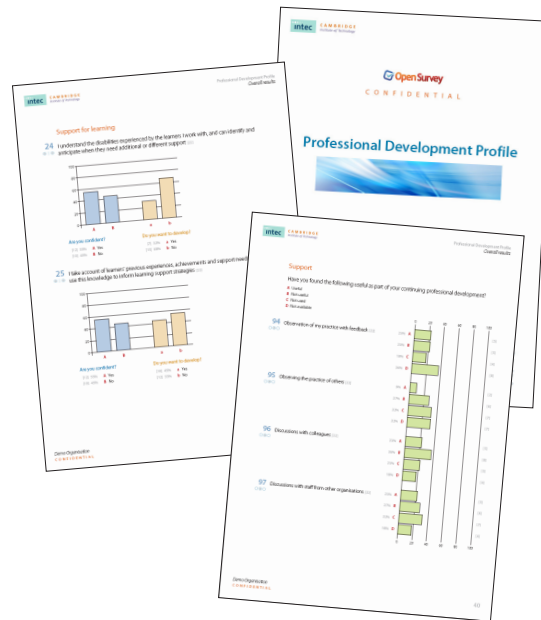
“Many thanks for the PDP report – it is wonderful – really informative and very professionally presented. I am very impressed with the quality of information which it has provided and feel it will go a long way to raise the profile of my department with senior managers.”

“The finished article is accessible, it is easy to take information from the explanatory text. It was incredibly informative and I found it very impressive.”

“I have been very pleased with what it has identified for us as a department and tried to build a training programme based on the results.”

Benefits for the organisation

- Use the PDP to support you as you identify and deliver appropriate training and development opportunities for LSAs.
- Target training more effectively and get better value for your training budget – the PDP enables organisations to pinpoint individual training needs and specific areas for development which can be quickly addressed and have a direct impact on the learners they support.
- Use the comparative reporting function to measure and evaluate the impact of training and development on LSA skills and confidence over time, and provide detailed evidence for the self-evaluation process and Ofsted.
- The PDP provides detailed information which can be used to plan future development and support the annual appraisal and review process.
- Use the PDP in conjunction with the Audit Tool to provide a comprehensive assessment of your learning support offer and prioritise appropriate development activities.
- Promote the essential role of LSAs in teaching, learning and supporting independence.



Clear, informative reports, for use by managers and by the LSAs themselves

Benefits for the individual

- The PDP enables learning support assistants to self-evaluate their skills, knowledge and understanding against the National Occupational Standards.
- The PDP gives an opportunity to celebrate what individuals already do well and a chance to say where, were they given more support and training, they feel that they could contribute even more to their learners and to the organisation.
- The reports provide detailed information to inform individual training and development plans.
- The online self-review is not just a means to an end, but it is a valuable end in itself – a vital first step in the development process.

www.pearsonpublishing.co.uk/pdp

Order form Please complete in **BLOCK CAPITALS**

Professional Development Profile £395+VAT

Estimated number of respondents

Name

Position

School

Address

Postcode

Telephone

Email

Order ref

Signature

Fax back to **01223 356484**
or email pdp@pearson.co.uk

Pearson Publishing terms and conditions apply. Please see www.pearsonpublishing.co.uk for full details.

Pearson Publishing
Chesterton Mill, Fen's Road, Cambridge CB4 3NP
Tel 01223 350555 Fax 01223 356484

