

Discover Personas: A Tool to Support Your Work

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What Do We Mean by Professional Development in the Early Childhood Field?

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Professional development is facilitated teaching and learning experiences that are transactional and designed to support the acquisition of professional knowledge, skills, and dispositions as well as the application of this knowledge in practice. The key components of professional development include: (a) the characteristics and contexts of the learners (i.e., the “who” of professional development, including the characteristics and contexts of the learners and the children and families they serve); (b) content (i.e., the “what” of professional development; what professionals should know and be able to do; generally defined by professional competencies, standards, and credentials); and (c) the organization and facilitation of learning experiences (i.e., the “how” of professional development; the approaches, models, or methods used to support self-directed, experientially-oriented learning that is highly relevant to practice).

http://npdci.fpg.unc.edu/sites/npdci.fpg.unc.edu/files/resources/NPDCI_ProfessionalDevelopmentInEC_03-04-08_0.pdf

What Do We Know About Culturally Responsive and Sustaining Education?

Armstrong, A. L. (2022). *The representation of social groups in U.S. educational materials and why it matters: A research overview*. Washington, DC: New America.

Karp, M.M. (2011). *Toward a new understanding of non-academic student support: Four mechanisms encouraging positive student outcomes in the community college*. New York: Community College Research Center, Teacher’s College, Columbia University.

Muniz, J. (2021). *Embracing culturally responsive and sustaining instructional materials: Promising strategies for state and district leaders*. Washington, DC: New America.

What Do We Know About Personas?

Shaffer, L., Seggerson, D. S., Catlett, C., & Holmberg, K. (2022). *Addressing personnel preparation needs through intentional statewide personas: The Michigan persona project*. Unpublished presentation handout. San Diego, CA: Conference on Research Innovations in Early Intervention.

Infant-toddler personas

<https://scriptnc.fpg.unc.edu/sites/scriptnc.fpg.unc.edu/files/resources/Infant-Toddler%20Personas.pdf>

Preschool personas <https://scriptnc.fpg.unc.edu/sites/scriptnc.fpg.unc.edu/files/resources/Preschool%20Personas.pdf>

K-3 personas <https://scriptnc.fpg.unc.edu/sites/scriptnc.fpg.unc.edu/files/resources/Elementary%20personas.pdf>

Michigan Persona Project eBooks

https://eotta.ccesa.org/Files/Uploads/New/4095/Michigan_Persona_Project_Ebook_Part_1.pdf

https://eotta.ccesa.org/Files/Uploads/New/4095/Michigan_Persona_Project_Ebook_Part_2.pdf

Personas: A Tool for Supporting Diversity, Equity, Inclusion, and the Use of Evidence-Based Practices in Your Courses (PPTs, handout) https://drive.google.com/drive/folders/1pagj_FxQaEW2QNh22filMlktQ8j3nAg-