The PDP:
Personal Development Plan

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IUPUI

INDIANA UNIVERSITY
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Centering on Learning

Liberal Education and America's Promise (LEAP) of Association of American Colleges and Universities (AACU)

Liberal Education and America's Promise (LEAP)

➢ The Essential Learning Outcomes

➢ The Principles of Excellence

Source: Association of American Colleges and Universities. (2007). *College Learning for the New Century*.

Principles of Excellence

Principle One:
Aim High and Make Excellence Inclusive

Make the Essential Learning Outcomes a framework for the entire educational experience, connecting school, college, work, and life

Principles of Excellence

Principle Two:
Give Students a Compass

Focus each student's plan of study on achieving the Essential Learning Outcomes and assess progress

Principles of Excellence

Principle Three:
Teach the Arts of Inquiry and Innovation

Immerse all students in analysis, discovery, problem solving, and communication, beginning in school and advancing in college

Principles of Excellence

Principle Four:
Engage the Big Questions

Teach through the curriculum to far-reaching issues—contemporary and enduring—in science and society, cultures and values, global interdependence, the changing economy, and human dignity and freedom

Principles of Excellence

Principle Five:
Connect Knowledge with Choices and Action

Prepare students for citizenship and work through engaged and guided learning on "real-world" problems

Principles of Excellence

Principle Six:
Foster Civic, Intercultural, and Ethical Learning

Emphasize personal and social responsibility, in every field of study

Principles of Excellence

Principle Seven:
Assess Students' Ability to Apply Learning to Complex Problems

Use assessment to deepen learning and to establish a culture of shared purpose and continuous improvement

Celebrating the Past, Planning for the Future: The Principles of Undergraduate Learning at IUPUI

2007 AAC&U Summer Institute on General Education, Newport RI

Team Leader: Richard Turner
Members: Karen Black
                              Catherine Buyarski
                              Stephen Hundley
                              Kathy Johnson
                              Christopher Vice

Making Connections: Helping Students Chart a Course for Success During Their IUPUI Experience

2008 AAC&U Greater Expectations Institute

Snowbird, UT

Team Leader: Cathy Buyarski

Members: Mary Fisher

Rick Ward

Kathy Johnson

Susan Kahn

Teresa Bennett

PDP

- Implementing LEAP at IUPUI

What is a Personal Development Plan?

Personal development planning is a process which enables first year students at IUPUI to understand, implement, and mark progress toward a degree and career goal by creating and following a personalize plan that is open to revision and reevaluation every semester in collaboration with an academic advisor or faculty member.

PDP: Three Components

1. **Semester in Review:** Reflect on individual strengths, long term goals, challenges faced during the first semester, and IUPUI resources utilized.

2. **Principles of Undergraduate Learning:** Identify how IUPUI's learning outcomes (PUL's) are connected to personalized academic and experiential goals.

3. **Peak Performance Plan:** Outline specific action steps, courses, and extracurricular activities targeted for the undergraduate experience.

PDP: Two Institutional Objectives

1. **Goal Commitment:** Increase students' commitment and motivation to achieve a college degree through a personalized understanding and ownership of an integrated academic and career planning process.

2. **Academic Achievement:** Increase students' awareness and implementation of personal, academic, and career strategies to help them achieve their goals for college and beyond.

PDP: Five Learning Outcomes

In order for students to successfully complete the three components in their PDP they will need to have opportunities in their learning communities to experience some form of:

➢ **Self Assessment:** Students identify success-related competencies that are natural strengths they already have as well as other skills that they need to build.

➢ **Exploration:** Students research and develop a realistic, informed, and detailed vision of related academic and career goals.

➢ **Goal Setting:** Students connect a larger sense of personal values and life purpose to the motivation and inspiration behind their academic and career goals.

➢ **Planning:** Students locate programs, information, people and opportunities to support and reality test their goals. They identify specific short term steps to reach their long term goals.

➢ **Evaluation:** Students analyze their academic progress over the semester in terms of academic and career success strategies.

PDP Implementation to Date

- Fall 2008 -- 50% of first-year seminar courses (1250 students) had students complete a PDP

- Assessment included:
  Student survey
  Focus Groups
  Content Analysis

- Fall 2009 -- approximately 75% of first-year seminar courses (1800 students) required students to completed a PDP

Survey Results (% agree/strongly agree)

- I have goals that are measurable, achievable and realistic (89.7%)

- I am able to identify specific action plans for overcoming potential obstacles (76.9%)

- I have a detailed academic plan with specific action steps (73.6%)

- I feel I have a sense of purpose at IUPUI (71.1%)

- My academic goals are connected to the PULs (60.6%)

- I will utilize my PDP throughout my college career to help me make educational and career choices (57.3%)

Survey Results

- List three specific things you learned from completing a PDP:
  - What classes I need to take in the future
  - How to set goals for the future
  - How to set goals for my career
  - How to manage my time
  - I have more goals than I thought
  - I need campus experience
  - I need a career goal
  - How long my educational career will last

Survey Results

- What was the most valuable aspect of the PDP?
  - Knowing my schedule and the courses
  - Future plans for the next two years
  - Setting good goals for myself
  - Seeing my schedule planned out
  - Learning what I need to do before applying to the dental hygiene program
  - Gives me direction
  - I know have a plan to work from
  - Reevaluating why I'm here and how to be successful

The PDP and ePort

- PDP should be the first entry into ePort for all beginning students

- Development team representation from

  Science
  Informatics
  Engineering and Technology
  UCOL
  UITS
  ePort
  Service and Learning

- Students will create a web representation of themselves through the development of an online PDP

- Site demo

Timeline for the PDP

- Fall 2007-Spring 2008 – piloted in select FYS

- Fall 2008 – required for all UCOL U110 LCs, encouraged in all FYS

- Fall 2009 – STRONGLY encouraged in ALL FYS as part of curriculum

- *Summer 2010 – AAC&U Institute participation to link PDP to student experience in schools and departments; on-campus weeklong development workshop for faculty and instructional teams*

- *Fall 2010 – 90% of FYS using PDP; pilot of 10 sections using ePort*

- *AY 2009 – 2011 – Interdepartmental Grant to link PDP with ePort in Center for Service and Learning*

Student reaction to the PDP…

"I thought the PDP was a great idea. It helps you think about the processes you [use] to study and complete assignments. It helped me to revise my goals and come up with some new ones. The best part was the peak performance plan because it helped map out the future classes so that you know where you need to go and where you have been."