

STARS BELIEFS ABOUT PERSONNEL DEVELOPMENT

Personnel development should be an integrated part of the early intervention service delivery system.



Personnel development should assist individuals to achieve expected competencies.



Personnel development should be ongoing based on individual and team development plans.



Personnel development opportunities should be provided at the lowest level possible.



Personnel development occurs through multiple learning opportunities that include coaching by team leaders, mentoring by team leaders or peers, "just in time" learning/training, individual exploration, group training by team leader, and "outside" training.



Every team needs a leader or leadership team to guide its development and ensure ongoing superior performance.



Team leaders are responsible for ongoing development of the team and individual team members.



Assessment of an individual's professional development should be part of the individual's performance appraisal process.



Team leaders should be trained how to support teams and individuals through the processes of coaching, mentoring, confronting, training and group process facilitation.



Team leaders need to receive ongoing coaching and support from state level staff, consultants and other team members.