

MICHIGAN STATE UNIVERSITY EXTENSION

Guiding Principles for Professional Development

1. MSU Extension recognizes the importance of encouraging and supporting employees to be continuous learners who take ownership in managing their own learning process.
2. Self-directed learning is facilitated through self-assessment, as well as through input and feedback from self, supervisors, program participants and colleagues. Self-directed learning is complemented by access to learning resources and professional development opportunities.
3. Self-directed work teams provide effective learning environments and should support the professional development of their members.
4. A set of basic core competencies is fundamental for the professional achievement of all MSU Extension employees. It is the organization's responsibility to provide opportunities for the development and mastery of these competencies. It is the individual's responsibility to participate in continuous learning opportunities to develop these core competencies.
5. We believe in the importance of continuous learning and competency building linked to the evaluation of ever changing organizational, personal and community needs utilizing the most effective methods.
6. A fully integrated and coordinated professional development system across all career levels is the foundation for personal and organizational success. Partnerships at the local, state, national and international levels are appropriately utilized. MSU Extension employees are encouraged to take advantage of professional development opportunities internal and external to MSU Extension.
7. MSU Extension values and supports scholarship, including degree attainment. Staff members pursuing degrees are supported with the time and resources necessary for coursework as well as other creative endeavors required.