

HUMAN RESOURCE MANAGEMENT CUM PROFESSIONAL DEVELOPMENT PLAN

by:

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School management is perceived to be managing a local community. It has its students, which are the most integral part of the school. As a leader of the school, you have a broad responsibility to handle from its operation, to its financial aspect, and most especially, to its human resource department. The professional development plan you will be making is a crucial part of how you will be handling your human resources. How will it be effective and how will it be functional, that in a simple perspective, the plan will be coinciding with the way you manage your school.

A professional development plan is said to be vital in your human resource management. As school leader, you must be able to meet all expectations your subordinates have. You should know what their queries are, their skills, and their aspirations for you as their leader. There are steps on how you will make a good professional development plan that will simply make you a good human resource manager.

Self-Assessment

As the leaders and managers of the school, make sure to it to assess yourself. As school principal and for them, as teachers. It will be giving you the idea on what are their expectations and their personalities that will surely help you to manage them well.

Skill Level from the Assessment

After the assessment made, classify your subordinates on their aptitudes as individuals. In this way, you can know how you deal well with them and how you will interact with them day by day.

Assess the Department

Not only the individuals must be assessed, but also the department they will be working on. It is necessary to know the needs of the department so that the individuals will work accordingly. Having this assessed, it will likely be a win-win situation as the individual is placed on the right department he should be placed.

Explore Development Opportunities

Since the members are already dispersed, each individual must then be seeking developmental opportunities. They should know that they must go up and promote. In this case, it will provide extra motivation to the individual and he will surely be striving harder.

Record and Analyze Progress

This will be the last phase of the professional development plan. As a school head, you must see to it that you will be recording what happened to your subordinates. You will then be analyzing their progress and give feedback to them. It will be of beneficial to both parties as it gives positive effect to the individual and a good performance for the school.

Following the said guidelines for planning, human resource management will be at ease. This is because you already know who you are handling. You are not searching for what they lack or where they are good at. It simply gives you the freedom to check and constructively comment on them. This professional development plan is really crucial as it really plays as the heart of the human resource management.

References:

Spacey, J. (2019, December 20). 4 Examples of Professional Development Plan. Retrieved from <https://simplicable.com/en/professional-development-plan>