ecta Early Childhood
Technical Assistance Center

EPIC-P Team Reflection Activity

https://ectacenter.org/epic-p

The four components of the EPIC-P cycle help states navigate planning, implementing, and evaluating a successful system of professional development support, ensuring efforts are coordinated, impactful, and aligned with their program objectives and priorities.

You can use the following activity to assess your—and your team's—familiarity and comfort with different aspects of the EPIC-P cycle's four components.
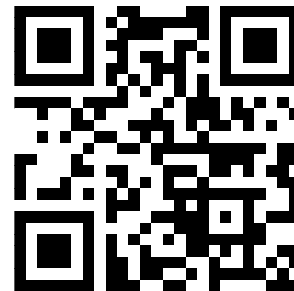
Step 1: Personal Reflection

Review the following statements, and rate the extent to which they describe you, using a scale of 1–4:

1. Strongly disagree
2. Disagree
3. Agree
4. Strongly agree

When you are finished, review your answers, and ask yourself:

- Which component best fits my preferences and expertise?
- How can I maintain and develop my strengths?
- What skills should I develop or strengthen?
- How can I find support from others who have strengths I don't?

1. Needs Analysis

- I am good at specifying system or program priorities and translating those into goals for developing workforce knowledge, skills, and practices.

- I enjoy gathering, analyzing, and discussing qualitative and quantitative data to identify workforce strengths and gaps in knowledge, skills, and practice.

- I enjoy identifying options for learning solutions and other organizational changes to support the workforce in meeting system or program priorities.

- I like to seek information about existing and potential professional development resources or funding, partnerships, and collaborations at all system levels.

2. Design

- I am good at using data to define specific and measurable learning objectives, identifying relevant content to meet those objectives, and designing learning experiences to meet those objectives (including ongoing supports to apply new knowledge, skills, and practices).

  1   2   3   4
  ◯—◯—◯—◯

- I enjoy partnering with learners to learn more about their motivations, perspectives, needs, and preferences as they work toward system or program priorities.

  ◯—◯—◯—◯

- I am good at determining the sequence and structure of content and breaking down complex topics into logical and applicable concepts.

  ◯—◯—◯—◯

- I enjoy curating learning resources and tools to support learning objectives.

  ◯—◯—◯—◯

3. Experiences

- I am comfortable implementing an existing learning and development plan and using measures and strategies identified during the design phase to facilitate experiences that build adult learners' strengths, knowledge, and experiences.

  1   2   3   4
  ◯—◯—◯—◯

- I have a talent for engaging adult learners and adapting instructional methods to align with different learning styles.

  ◯—◯—◯—◯

- I am comfortable facilitating PD experiences, initiating evaluation, using formative assessment to monitor learners' progress, and making adjustments to ensure learning goals and objectives are met.

  ◯—◯—◯—◯

- I am good at including administrators and other leaders, informing and connecting others, and supporting the transition from learning to practice.

  ◯—◯—◯—◯

4. Evaluation

- I enjoy identifying challenges for participating in professional development supports, and identifying ways to improve access to professional development experiences.

  1   2   3   4
  ◯—◯—◯—◯

- I enjoy identifying multiple ways to gather and analyze data and feedback on the effectiveness and impact of PD supports.

  ◯—◯—◯—◯

- I enjoy analyzing data and reviewing feedback to evaluate the effectiveness and impact of PD support.

  ◯—◯—◯—◯

- I am good at using data to identify ongoing needs and making recommendations for next steps.

  ◯—◯—◯—◯

Step 2: Team Reflection

Share your results with others on your team, and identify the different areas in which each of you have strengths. Ask yourselves:

- How can we support the team to maintain and develop their strengths?

- Which components seem need the most support?

- How can the team access resources to help with those components?

Step 3: Action Planning

Take a moment to reflect on what you've learned about yourself and your team, and record a few ideas for developing and strengthening your team's familiarity and comfort with the four components of the EPIC-P cycle.

IDEAs that Work
Office of Special Education Programs
U.S. Department of Education

UNC | FRANK PORTER GRAHAM
CHILD DEVELOPMENT INSTITUTE