CONVERSATION ACTIVITIES:
	- How do you define professional development?
	- What has been your most enriching professional development experience? And why was it valuable?
	- What would you identify as barriers to professional development at UAA?
	- How can we create valuable professional development experiences at UAA for all staff?

KEY INSIGHTS OF A CHANGING MINDSET:
	- Be mindful and intentional of training opportunities to make it a priority
	- Communicate development ideas with colleagues (share at staff meetings, watch webinars together, encourage new process)
	- Create a culture (expectation) of professional development & instill importance across all levels
	- Communicate clear guidelines and expectations for professional development
	- Commit to action post workshop, webinar, conference, etc.

POSSIBILITIES FOR CO-CREATION:
How can we translate professional development and growth into the workplace?
	- Grow professional development policy
	  - Establish and publish SA wide professional development expectations, guidelines and policies
	  - Create a policy for professional development & individual development plans that make development a priority
	  - Require professional development plans for all employees annually
	  - Strictly require post-conference presentation, forum, etc.
	- Hands-on trainings: Become the teacher
	  - Cross training of staff within your department
	  - Teach others (departments) about what we do and why
	  - Role modeling
	  - Learn by teaching (pair with someone in a different area of expertise)
	- Develop new relationships
	  - Partnering with agencies and organizations to bring resources, education, expertise, and knowledge to all staff
	  - Communication and networking with others
	- Think creatively about professional development
	  - Opportunities beyond attending conferences

Call to Action: Identify three professional development goals you would like to achieve this year.