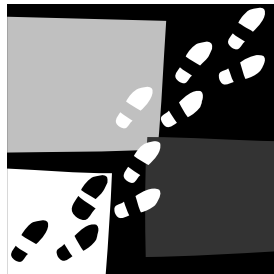


## Looking Back – Moving Forward

**Rationale:** The first question Bankers ask is “Why?” Sometimes it is important for candidates to reflect on their activities and behavior during the assessment process. They need to take an honest look at their involvement in the process in order to discover contributing factors that will help them answer the question and will help them develop a personal professional growth plan.



### Management

Time: 30 minutes

Materials: Looking Back and Course of Action handout (WS10.A2.H1 & WS10.A2.H2) for participants

Equipment: Equipment to record & present responses (Computer/LCD, overhead, easel, etc.)

Grouping: Triads

**Outcomes:**

- Candidates will take steps to create a professional growth plan.

**Instructions to NB Candidate Support Provider:**

1. Give out *Looking Back* handout (WS10.A2.H1). Instruct participants to reflect upon their work and take an honest assessment of their involvement in the NB process as they respond individually to the questions. Allow 5 minutes.
2. Organize participants into triads to talk about their responses.
3. Bring participants back into a large group. Use an easel, an overhead or computer and LCD to record participants' comments as they respond to three prompts: Things I Have Learned; Misconceptions; Things I Must Do. Plan to send the collective responses to participants.
4. One NBCT states, “Earning National Board Certification was a turning point in my teaching career, not only with me as a professional but for my students. I tell other teachers that the process is the best professional development they’ll ever do.” Ask participants to share their feelings about their own professional growth. Did they experience more growth in some areas than in others?
5. Close this activity by giving out the *Course of Action* handout. Ask participants to read the opening paragraph and talk in their triads briefly about their hunches.

**Processing:**

- What are your hunches about why some of your entries, both portfolio-based and assessment center, may have received a higher score than others?

