

Discussion Board

Student's Name"

Name of Institution:

### Individual Development Plan (IDP)

This is a tool that is used to assist students in their academic, career and personal development. The primary purpose of this plan is to help them in meeting both the short term and long term academic and career goals. An IDP should not be regarded as a performance evaluation tool in a one-time activity but it should be considered as a partnership between the student and the tutor. It involves preparation for learning, continued evaluation and a never ending response from the parties involved. IDP is essential in various stages of student growth and development in order to encourage performing better each time round.

### Developing the IDP objectives

In order to have an effective IDP, the problems of the students should be defined in order to prepare an effective student training and support system. The objectives of the IDP should be developed in line with the existing problems in order to provide amicable solutions. When using IDP as a tool for solving problems in the learning institutions, the teachers should develop a clear understanding of their student and their areas of weakness in order to provide the necessary assistance using the IDP as the right tool (Egan, 2012).. When developing the objectives, the schools and curriculum developers should align the studies with training and development efforts in order to meet the objectives.

### Timeline associated with development of IDP

In order to have an effective IDP, the objectives, goals and mission should be developed in the earliest stage of a student's academic development. Ideally, each student's IDP should be aligned with their career objectives. According to Egan (2012), it enabled the teacher and the student to cooperate in setting performance standards and target position that can lead to the

career of choice. Therefore, students are required to work closely with their instructors and supervisors to develop and gain a competitive advantage in their core competence and technical abilities that can lead them towards achieving the target position.

References

Egan, K. (2012). *Individual development and the curriculum*. London: Routledge.