**Three Stages of Backward Design for Creating Post-Baccalaureate Pathways to Educational Development**

*Planning Template*

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| **Stage 1 — Desired Results** |
| **Established Goals:** What are the goals of your center/unit/department? What objectives would a colleague need to achieve in order to contribute to your mission? |
| **Essential Understanding(s):** What are the mindsets or big picture understandings that allow developers to be successful in your context?***Developers will understand that…*** |
| What are the facts and information developers need to know (or learn) to be successful in their work?***Developers will know…*** | What are the concrete skills developers need?***Developers will be able to…*** |

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| **Stage 2 — Acceptable Evidence of Qualification** |
| **Past Experience(s):** | **Other Evidence:** |
| **Stage 3 — Assessment/Evaluation Plan** |
| **Support/Training:****Metrics for Success:** |