

**Philosophy and Guiding Principles for Adult Learning  
in New Mexico's  
Early Care, Education and Family Support  
Professional Development System**

Teaching and learning are inseparable, interdependent and reciprocal.

Continuous and cumulative professional development experiences that adhere to the foundational principles of adult learning have a direct impact on the quality of programs for young children and their families.

The diversity that enriches us as teachers also makes each of us unique learners. This diversity and uniqueness is valued by a challenging adult learning experience that:

- Explicitly acknowledges and builds upon the depth and breadth of personal histories, experiences, cultural and linguistic backgrounds, lifestyles and beliefs
- Fosters intellectual curiosity, enthusiasm, and a passion for the field
- Embodies current knowledge and research regarding early care, education, and family support as well as adult learning
- Is relevant, meaningful, and individualized
- Ensures that everyone involved is comfortable and safe
- Incorporates self assessment and reflective practice
- Models professionalism and ethical conduct
- Encourages authenticity
- Incorporates time and opportunity for reflection, dialogue, and critical thinking
- Encourages and supports consideration of controversial issues and diverse perspectives
- Uses follow-up strategies to assure continuous and cumulative learning and application
- Balances flexibility with planning, organization, and implementation skills

This learning context is established through responsive and interactive relationships to promote personal, professional, and systemic transformation.

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