

## Guidelines for Development of the Professional Growth Plan 2006-07

### Setting Goals for your PGP

**DUE to Principal by October 1**

- Complete the attached self assessment. This is **required** for those in their first two years in the district and those participating in the Teacher Evaluation Pilot. It is **optional** for everyone else. You do not need to share the results with your administrator. Also attached is the "Components of Professional Practice" that could be used to identify specific aspects of your practice that you would like to improve.
- If at all possible, align you goal with your professional learning community. For example, if you are in a Professional Learning Community to develop a common writing assessment, the goal of your plan might be to "Improve the number of students demonstrating proficiency in the areas of organization and conventions between the fall and spring writing assessments."
- A goal should be specific and must describe the presence of some positive quality. It should focus on improving student learning. *"Students will self- assess their writing using the 6+1 writing traits to improve their writing skills as measured by a pre-post writing assessment."* It should refer to what students will know and be able to do.
- What will be seen or heard as evidence of achievement?

The goal should be measurable. State it as something that teachers or students will achieve, not what the teacher will provide. It must advance from a current status to another level of performance describing what it will look like once achieved. For example: *Use of differentiated lessons will increase the achievement of students performing below grade level by at least one grade level between the beginning of the year and April as evidenced by work samples collected each quarter. Or I will include at least three of the multiple intelligences in 90% of my lessons.*

- What will the action plan look like? Can the goal be attained with the time available?

Time is the biggest barrier. Instead of doing too many activities that touch the surface of an issue, learn and implement the plan or strategies over time. Break the goal down into benchmarks that will lead to the goal. Collect and analyze data along the way and adjust accordingly.

### Using Data to Set PGP Goals

- What specific data did you examine?
- What does the data suggest?
- What strengths do you see in your practice revealed by the data?
- What areas does the data suggest for improvement?
- What other information do you need to collect?

Evansville Community School District  
Annual Professional Growth Plan  
2006-07

Teacher: \_\_\_\_\_

Building \_\_\_\_\_

At least one building and district goal must be addressed.

This goal addresses the following goal area(s):

- ☐ Individual
- ☐ Building
- ☐ District

What is your goal?

Rationale: What student achievement data support the choice of this goal?/How will this goal improve student achievement?

Wisconsin Teacher Standard(s) addressed:

Action Plan: What are the steps you will take to achieve this goal?

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What evidence will you provide to demonstrate you have achieved your goal?

- Professional Evidence (What you did):
- Student-based evidence (What students did):

Teacher: \_\_\_\_\_

Supervisor \_\_\_\_\_

Initial Conference Date: \_\_\_\_\_ Follow-up Conference Date(s): \_\_\_\_\_