Professional Development Plan Example

School Year: 2014-2015   Years of Experience: _____

Professional Status: ❒ Probationary   ❒ Tenured   ❒ Tenured Summative Cycle

_____   _____   _____
Name   *Position/Subject Area*   *School*

_____   _____   _____
Mentor   *Position/Subject Area*   *School*

A. Goals	District Goals (CSIP Goals)	Building Goals (BSIP Goals)	Indicator(s) To Be Addressed
	Goal One: *Increase student achievement* 9. Implement effective, research-based instructional practices across the district.		4.1 *Uses instructional strategies leading to student problem-solving and critical thinking*
	Individual Teacher PD Goal(s)		
	A variety of questioning strategies have been planned <u>in advance</u> and are used to encourage students' development of critical thinking, problem solving, and performance skills AND ***students have adequate time to "struggle" and respond to the teacher's questions and prompts***		

B. Teacher's Strategies	Sequence of PD activities (at least 3) that are aligned to PD Goals *Include Timeline. Describe (a) collaboration (who, what, when)? Describe how this plan will help you improve (b) student engagement, (c) differentiation, and (d) family or community involvement in the learning process.*
	By Oct 30, I will collaborate with my department and instructional coach to organize a list of question stems at the application level and higher. I will also compile a list of ways to effectively incorporate questioning into the learning process. These lists will be attached to this plan as artifact data.
	Starting November 1, I will incorporate at least two different questioning strategies and 3-5 critical thinking questions into my daily lesson plans. The questions I plan to use each with each lesson will be available in my daily lesson plans (to fulfill the "planned in advance" portion of my PD goal.) I will keep a reflection journal with entries at least weekly throughout the remainder of the year as to my self-assessment of how using the pre-planned critical thinking questions impacts student learning.
	By December 19, I will either videotape myself or have an instructional coach observe me teaching at least two different lessons. The instructional coach and I will debrief together as to my use of the critical thinking questions, questioning strategies within the lesson and my use of "wait time" for all student learners. Based on the outcome

	of this activity, I plan to do the following: • If I am using the questioning techniques with ease and proficiency, I will videotape myself or invite a colleague in to observe two additional lessons by April 1. • If I am still growing in my use of questioning techniques, I will set up two additional times with the instructional coach to observe me and provide feedback to help me with improvement.
	Data Used to Determine Need *For example: previous year summative reports, observation data, student survey, self-assessment*
	My observation data from last year indicated that I needed to work on effective use of questioning. I have been working on it but am not consistent because I don't plan my questions out ahead of time and it is easy to forget if I am interrupted during teaching. The MAP data for our school indicated that less than 50% of students scored proficient or advanced so this can help me contribute to our school improvement MSIP targets.

B. Teacher's Strategies (con't)	**Research Base Justifying PD Activities:** *Provide justification that these PD activities have a research base suggesting they will affect student performance.*
	Robert Marzano, Jennifer Norford, Diane Paynter, Debra Pickering, and Barbara Gaddy: *A Handbook for Classroom Instruction that Works* • I will read the entire book but focus primarily on Chapter 9 called "Cues, Questions and Advance Organizers"
	Prior Related PD: *Provide a brief description regarding how these PD activities build upon prior PD or whether they are a new venture.*
	I am familiar with Blooms Taxonomy and DOK levels from previous PD. These activities will help me refresh my understanding and use of effective questioning and lesson planning activities to improve student achievement. The research base will help me focus on the most effective methods.

Pre-implementation Approval:

Teacher's Signature: _____   Date: _____

Mentor's Signature: _____   Date: _____

Administrator's Signature: _____   Date: _____

Plan: ☐ Individual   ☐ Monitored   ☐ Directed