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* 5. Eliminate achievement gaps		**7.4 Monitors effect of instruction on individuals and class learning**
	Individual Teacher PD Goal(s)		
	Teacher assesses students for prior knowledge at beginning of the lesson and lessons are modified, as appropriate, based on formative assessment		

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 October 15, I will collaborate with my instructional coach and/or department to generate a list of ways to quickly assess student learning at the beginning of each day's lesson. I will use different methods throughout each week (as detailed in my lesson plans) to assess prior knowledge at the beginning of the lesson.

By October 30, I will start writing my lesson plans using the attached Lesson template that helps me plan for assessing prior knowledge and then using that data to offer choices for learners within that day's planned instruction. This will help me manage learning about differentiating lessons to meet diverse learner needs. I will collaborate with my department weekly in planning effective lessons using this lesson format.

By November 15, I will have my instructional coach or administrator observe at least one lesson to provide me with feedback regarding my effectiveness in assessing prior knowledge and then using that information within the lesson to differentiate my expectations for learners. I will debrief after the lesson with my observer.

Ongoing from November 15, I will continue to use, reflect and refine my lesson plans using daily assessing of student knowledge and offering choices of way students can practice/apply skills at their level of development. I will ask for walk-through or observation feedback once a month about how my skill is developing with this goal. |

	Data Used to Determine Need *For example: previous year summative reports, observation data, student survey, self-assessment*
	Quantitative Data Source: My MAP scores last year had less than 50% of students scoring Proficient or Advanced. My MAP subgroup scores showed that my lessons were not helping them close learning gaps. Qualitative Data Source: My self-assessment shows that I am not yet comfortable with how to manage using the data collected at the beginning of a class WITHIN that same class period to meet diverse learner needs.

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.*
	Michael Schmoker in *Focus* discusses the components of Effective Lessons and the role of Checking for Understanding/formative assessment (pp. 42-89) and the impact effective lessons have on student achievement. Marzano's research is also a basis for Schmoker's writing.
	Prior Related PD: *Provide a brief description regarding how these PD activities build upon prior PD or whether they are a new venture.*
	This will be a new venture for me but is an area that I have known I want to get better at instructionally.

Pre-implementation Approval:

Teacher's Signature: _____ Date: _____

Mentor's Signature: _____ Date: _____

Administrator's Signature: _____ Date: _____

Plan: ❒ Individual   ❒ Monitored   ❒ Directed