

SAMPLE Individual Professional Development Plan

Name _____ Sally Jones _____ **Date** _____ February 3, 2009 _____

School _____

Endorsement(s) held:

Elementary Education 1-00, Middle Grades, 4 -19 B (Mathematics)

Introduction (results of self-assessment):

During the past year or two the dynamics in my classroom have changed. I seem to spend more time than I like dealing with behavioral issues. Often the flow of my lessons are interrupted which affects my students' learning. I am also aware that disruptive behaviors are also a problem in the primary grades.

In addition, I would like to polish my instructional skills in math problem solving. I am frustrated by the assessment results in that area.

My 7th grade team has been asked, by our administration, to study and evaluate, for possible implementation, multiage grouping for our 6 – 8 team.

SMART GOAL 1 2 3

please circle

S I will increase my knowledge and skills in dealing with difficult behaviors presented by students in my classroom by obtaining professional development in programs such as Responsive Classroom or Middle Grades Teacher Advisory.

M After implementing my professional development, I hope to reduce the number of office and detention referrals I now give. I will document that growth by comparing the baseline data I will gather prior to the implementation of strategies taken from my professional development to the data gathered after the implementation.

A I have observed that most students want to have stability in their classrooms. I believe that program changes will be able to provide that for my students. I will also have support of my colleagues as we all work on this area in our school's action plan. Several colleagues use the Middle Grades Responsive Classroom Model and one has agreed to mentor me as I implement it.

R Research tells us that students need to feel emotionally safe in order to learn. A stressful classroom has an impact on knowledge acquisition. A stressful classroom also has a negative impact on my teaching.

T I expect to make progress on this goal within three years. I plan to take a middle grades course focusing on teacher advisory this summer. In addition, Responsive Classroom workshops will be given throughout the next school year as part of the school's action plan. I will need to work with my team members to make the changes.

(please turn over)

Please check which of the IPDP requirements listed below are appropriate for this particular goal. The following chart also serves as a reminder that professional development and activities relating to your goal must have connections with the Five Standards for Vermont Educators; to your endorsement, your school action plan and student achievement. Activities connected to this goal are expected to be documented in your portfolio through artifacts.

Your portfolio must also include a reflective narrative on this goal as described in the Licensing Regulations (p. 41 of the Handbook).

Learning	Professional Knowledge	Colleagueship	Advocacy	Accountability
Principle 1	Principles 2 –10 Which?	Principle 11	Principle 12	Principles 13 – 16 Which?
X	3, 5, 7	X	X	14

<u>Your endorsement</u> (please copy/attach which knowledge or performance standard(s) that your goal addresses)	<u>The school/educational initiative</u> (please copy/attach in detail the section of the initiative that your goal addresses)	<u>Student Achievement</u> (please place evidence in the form of artifacts in your portfolio)
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Professional development considered:

I plan to take a course in Middle Grades Organization which has a focus on teacher advisory, as well as developmentally organizational strategies for the classroom and the team.

I will participate in workshops about Responsive Classroom presented after school for our faculty.

I will research other professional development sources as they become available.

Endorsement knowledge or performance standards addressed

5440 – 19 Middle Grades

Knowledge Standards – Professional Knowledge

Specifically the educator understands:

Organizational techniques that support early adolescents’ developmental needs for close, trusting relationships between adults and students, and among students.

5440 – 00 Elementary Education

Performance Standards – Professional Knowledge

Specifically, the educator:

Provides an appropriate learning environment that promotes the developmental needs of children in the areas of self-awareness and respect for self and others.

School Initiative addressed: _____ School page 7

Goal: Use a variety of techniques to support student achievement in a positive learning environment.

- Activity 5. Provide professional development on working with students with behavioral concerns.
- Activity 7. Study and implement programs such as: Responsive Classroom (K -4), Morning Meeting (K-8) Teacher Advisory (5- 8) or Responsive Classroom for Middle Schools, Supportive Classroom Model

Name _____ Sally Jones _____

GOAL 1 2 3
please circle

S I will increase my knowledge and skills in using instructional techniques to teach math problem solving by seeking professional development in that area and attending math portfolio training meetings so that my students will increase their repertoires of problem solving strategies.

M Along with my team, I will study and analyze the results of our mandated standardized testing yearly, as well as my own classroom assessments. I will measure the progress of my students, using the math portfolio as a basis.

A With sustainable district support and implementation of on-going professional development, my students should be able to show a yearly increase in achievement.

R Increasing students' abilities to problem solve is an important piece of our school action plan.

T This goal will continue until I am satisfied that my students are achieving at appropriate levels.

(please turn over)

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Professional development considered:

Participation in math portfolio trainings after school

Coursework in the use of manipulatives as problem solving resources and/or

Graduate course with XYZ, math consultant. (SDI)

In-service workshops focusing data analysis

Endorsement Knowledge and/or Performance standards addressed:

5440 – 19 Middle Grades: Math

Performance Standards – Professional Knowledge Mathematics

Specifically, the educator:

Integrates appropriate manipulatives and technological tools to facilitate mathematical problem solving and communication

School Initiative and Student Learning addressed:

_____ School page 3

School Goal: All teachers will use data to drive instruction

Activity 1: Conduct testing and data review and analysis on the standardized test given and local end-of-the-year assessments to set goals.

School Goal: Increase knowledge of Math Problem Solving in the areas of

- **solving problems and justifying solutions**
- **making connections, extensions and generalizations**
- Activity: Provide professional development opportunities for teachers, including portfolio training.