



## Sample Professional Growth Plan

General Information	
<i>Teacher Name:</i> <span style="color: blue;">Darla Godwin</span>	<i>Building:</i> <span style="color: blue;">Maple High School</span>
<i>Email:</i> <span style="color: blue;">godwinda@maplehs.us</span>	<i>Grade(s)/Subject(s):</i> <span style="color: blue;">9-10/social studies</span>
<i>When did you complete your last self-reflection?</i>	
<i>When was your last in-classroom observation?</i>	
<i>How many times have you been observed by an administrator or colleague within the past year?</i>	

Using the Framework to Identify Areas of Strength and Areas for Potential Growth	
<p><i>Based on your self-reflection and discussion with your observers, which dimension(s) do you feel are your strongest? (Identify no more than three.)</i></p> <p style="color: blue;">1: Organization, Rules, and Procedures 2: Positive Relationships 8: Applying Learning</p>	<p><i>Based on your self-reflection and discussion with your observers, which dimension(s) would you like to work on? (Identify no more than three.)</i></p> <p style="color: blue;">3: Engagement and Enjoyment 4: A Culture of Thinking and Learning</p>
<p><i>How do the growth areas you've selected fit into your vision of a thoughtful classroom?</i></p> <p style="color: blue;">A thoughtful classroom is a place where students are engaged in learning and enjoy the challenge of thinking. I look forward to working on these two cornerstones and seeing the results.</p>	
<p><i>Are there any specific indicators in the dimension(s) you're targeting that help you better describe how you would like to grow?</i></p> <p style="color: blue;">4.7: Using technology as a tool for fostering critical thinking, creative expression, and problem solving 6.2: Incorporating multiple sources of information, including multimedia resources, into lessons to help students acquire new knowledge</p>	

Establishing Goals for Professional Growth (Establish no more than three goals you want to achieve this year.)
<p><b>Goal One:</b> <i>Based on your analysis (areas of strength/target areas), establish a clear professional growth goal.</i></p> <p style="color: blue;">Use technology to truly enhance student learning by incorporating two new tools a year into classroom instruction and redesigning one student activity to offer more technology choices.</p>
<p><i>How is this goal aligned with your school/district goals?</i></p> <p style="color: blue;">My school is working to introduce new technology (interactive whiteboards, tablets, etc.) into each classroom to develop students' technological literacy, so I have a great opportunity to integrate multimedia into my presentations.</p>
<p><i>What effect will achieving this goal have on student achievement?</i></p> <p style="color: blue;">With new classroom technology in place, I'll be able to meaningfully integrate multimedia. This will increase student engagement and help clarify distant or abstract content, which will improve student understanding and achievement.</p>

**Developing an Action Plan – Goal One**

<b>Goal One: Technology</b>		
<p><b>Practice</b></p> <p><i>What will you need to do in the classroom to achieve this goal?</i></p> <p>Use technology as a learning tool            Provide clear task directions            Maintain excitement and on-task behavior using a variety of tools and strategies            Use multiple sources of information/media            Challenge students to present and defend ideas            Engage students in authentic research projects</p>	<p><b>Knowledge</b></p> <p><i>What do you need to learn to achieve this goal?</i></p> <p>To achieve this goal, I will need to learn the new technology inside and out so I can effectively integrate multimedia into my lessons and student activities.</p> <p>I'll also need to learn where I can consistently find the right kinds of multimedia resources I can use to enhance my lessons and presentations and support students in using these resources.</p>	<p><b>Resources</b></p> <p><i>How can your grade-level team, department-level team, or PLC help you achieve this goal?</i></p> <p>I'll definitely go to my more tech-savvy colleagues with any questions. Also, I think it would be helpful for me to have a "critical tech friend" who could review some of my lessons with me and help me generate good ideas for weaving more multimedia into my classroom. I'll discuss this idea at our next PLC meeting.</p> <p><i>What other resources can be of help to you? Aside from our district training, I'll continue to play and practice with this new technology on my own. I'll set aside more time to meet and work with my colleagues on my multimedia lessons. I will also look into a short-session online course or a series of web videos to help me learn the technology and see how other teachers use multimedia in their lessons.</i></p>

**Tracking Your Progress – Goal One**

Over the course of three years, identify at least three milestones. Plot your progress on the chart below.

I HAVE ACHIEVED THIS GOAL; THE EFFECTS ON STUDENT LEARNING ARE POSITIVE AND CLEAR.

4	I AM GETTING CLOSE TO ACHIEVING THIS GOAL AND AM BEGINNING TO SEE POSITIVE EFFECTS ON STUDENT LEARNING.					
3	I HAVE BEGUN TO ADVANCE TOWARD THE GOAL, BUT THE EFFECTS ON STUDENT LEARNING ARE NOT YET EVIDENT.					
2	I HAVE NOT YET ADVANCED IN MY EFFORTS TO ACHIEVE THIS GOAL.					
1	Initial Sept 2014 (1)	Milestone 1 February 2015 (2)	Milestone 2 Sept 2015 (3)	Milestone 3	Milestone 4	Final Assessment

**Impact on Student Learning – Goal One (Respond to these questions at each milestone.)**

*What modifications to your classroom practice have you made? What effects on student learning do you see? What results (e.g., test data, student work) can you point to for each milestone?*

- Initial Assessment:** I am planning a multimedia unit on immigration that will incorporate various technology.
- Milestone 1:** I developed a multimedia unit on immigration. In the past, this unit was only driven by readings and lectures. This time around I incorporated video clips, photos, and interactive maps into my presentations. So far, the effect on student learning seems very positive. Students have been much more engaged in class.
- Milestone 2:** I assigned a culminating project where students had to work in groups to make their own presentations using videos, maps, and images. Compared to previous projects, I've noticed that this time around students were more committed to the assignment and they demonstrated a much deeper understanding of the content.