



## ***Professional Growth Plans with Goal Setting for Licensed Staff***

The development of a **Professional Growth Plan** through the **Goal Setting** process is a mutual effort between the professional educator and the evaluator.

**Professional Practice Goal:** focuses on improving the teaching practices and responsibilities relative to the Teacher Quality Standards.

The professional growth plan with goal-setting encourages teacher reflection based on Self-Assessment and instructional feedback. Teachers are empowered to determine the selection of their own professional growth goal based on their level of performance as evidenced in the Teacher Quality Standards. The process places emphasis on improving professional practice through continual professional development of the teacher.

**Student Achievement Goal:** focuses on advancing student achievement based on an analysis of student achievement data.

Effective teachers monitor student learning on an ongoing basis and use the information to improve their teaching. Each licensed educator will establish annually an individual goal tied to raising student achievement. Goal accomplishment will be monitored at the Mid-Year Conference and assessed during the Summative Evaluation.



## Professional Growth Plan

Name:

School Year:

Building:

Assignment:

Name of Evaluator:

Date of Goal Setting Conference:

### Professional Practice Goal

	<p><b>Needs Assessment</b> (Reflect on your Self-Assessment)</p>
<b>S</b>	<p><b>Specific Goal:</b></p> <p><b>Professional Practice Goal.</b> <i>(Indicate the Quality Standard(s) addressed in this goal)</i></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Quality Standard #1: Teacher demonstrates mastery of and pedagogical expertise.</li><li><input type="checkbox"/> Quality Standard #2: Teacher establishes a safe, inclusive, and respectful learning environment for a diverse population of students.</li><li><input type="checkbox"/> Quality Standard #3: Teacher plans and delivers effective instruction and creates an environment that facilitates learning for their students.</li><li><input type="checkbox"/> Quality Standard #4: Teachers demonstrate professionalism through ethical conduct, reflection, and leadership.</li></ul>

<b>M</b>	How it will be <b>measured</b> ?
<b>A</b>	What is the plan of <b>action</b> ?
<b>R</b>	What <b>resources</b> are needed?
<b>T</b>	What is the <b>time frame</b> for actions of this goal and when will results monitoring occur?
<b>E</b>	<b>Evaluation</b> of progress on the goal at the Mid-Year Conference:
<b>R</b>	<b>Reevaluation</b> of the goal for the Summative Evaluation:

Signature of Employee: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Evaluator: \_\_\_\_\_ Date: \_\_\_\_\_



## Professional Growth Plan

**Name:**  
**Building:**  
**Name of Evaluator:**

**School Year:**  
**Assignment:**  
**Date of Goal Setting Conference:**

### Student Achievement Goal

The student achievement goal must be measurable by no later than April 30<sup>th</sup>.

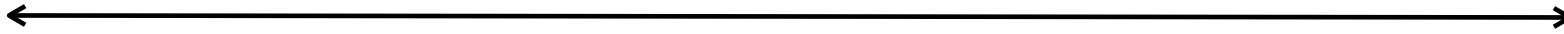
<b>Needs Assessment (Reflection on students' performance using data sources)</b>	
<b>S</b>	<b>Specific Goal:</b>
<b>M</b>	<b>How it will be measured?</b>

<b>A</b>	What is the plan of <b>action</b> ?
<b>R</b>	What <b>resources</b> are needed?
<b>T</b>	What is the <b>time frame</b> for actions of this goal and when will results monitoring occur?
<b>E</b>	<b>Evaluation</b> of progress on the goal at the Mid-Year Conference:
<b>R</b>	<b>Reevaluation</b> of the goal for the Summative Evaluation:

Signature of Employee: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Evaluator: \_\_\_\_\_ Date: \_\_\_\_\_

## Rubric for SMARTER Goals Continuum of Performance



<b>Student Achievement Goal</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to student achievement</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to student achievement</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> <li><input type="checkbox"/> Goal is challenging and attainable</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to student achievement</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> <li><input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to student achievement</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> <li><input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration</li> <li><input type="checkbox"/> Goal is tied to the success of the team, department, school, or district</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to student achievement</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> <li><input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration</li> <li><input type="checkbox"/> The work of the goal will influence the work of others and will move others forward in their professional practice.</li> </ul>
<b>Professional Practice Goal</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to Professional Educator Quality Standard(s)</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to Professional Educator Quality Standard(s)</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> <li><input type="checkbox"/> Goal is challenging and attainable</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to Professional Educator Quality Standard(s)</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> <li><input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to Professional Educator Quality Standard(s)</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> <li><input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration</li> <li><input type="checkbox"/> Goal is tied to the success of the team, department, school, or district</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Goal is tied to Professional Educator Quality Standard(s)</li> <li><input type="checkbox"/> Proficiently written as a SMARTER goal</li> <li><input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration</li> <li><input type="checkbox"/> The work of the goal will influence the work of others and will move others forward in their professional practice.</li> </ul>