**INDIVIDUAL GROWTH and DEVELOPMENT PLAN**

Staff Name ___________________________________________ Date ______________________

School _________________________________ Administrator_____________________________

This plan is:

- A new Individual Growth and Development Plan
- Revisions made to an approved plan (for example year 2 or year 3)

**Reflective Areas to Consider**

What areas for growth have you identified based on your previous summative evaluation, your self-assessment, and goals you have for your PLC? Examples of ways to reflect might be…

- Based upon my last evaluation an area of growth for me is classroom management and student engagement.
- Based upon my self evaluation on the Danielson rubric, I have identified that I would like all my students to demonstrate higher levels of thinking and discourse and ask high quality questions.
- The goal of my PLC is to increase the mean score for all students on our courses Semester 1 and Semester 2 common assessments.

**Individual Growth Goal and Plan**

The *Individual Growth Goal and Development Plan* must have at least one professional growth goal and supporting plan. Growth goals are based on the teacher’s individual areas for growth as listed in the box above. Additionally, your growth goal should support one of your (1) Building Shared Goals as written in your School Improvement Plan as well as the work of your professional learning community and your (2) PLC Goal. If there is not a Building Shared Goal or a PLC Goal directly related to the roles and responsibilities of the staff member an agreed upon professional goal may be created in consultation with the administrator. Staff members may choose to develop more than one Individual Growth Goal in consultation with their administrator, but it is encouraged that no staff member should have more than three goals.

<table>
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<tr>
<th>Shared Building Goal:</th>
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<tr>
<td><em>Found in your Building School Improvement Plan</em></td>
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<th>PLC Goal:</th>
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<tr>
<td><em>Developed collaboratively with your PLC</em></td>
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<th>Individual Growth Goal(s):</th>
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<tr>
<td><em>Should support the goals above</em></td>
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Growth goal should be focused on student data, measurable, and something the staff member can provide evidence on.

** New teachers to the district should complete this after their first observation.
Create a meeting plan for working with your administrator(s). There should be at least three annual meetings with your administrator(s), which can include the discussion and approval of your Individual Growth Plan, your Pre-Observation Conference, and your Post-Observation Conference.

In cases where the administrator and staff member agree, tenured staff members who are meeting or exceeding every element of their role may elect to work with an instructional coach in lieu of going through the formal observation process. Each staff member is eligible to choose this option once during the three-year cycle and is limited to tenured staff only. Examples of acceptable growth activities done with an instructional coach in lieu of the formal observation process would include:

- Observation of model teaching done by the coach
- Co-teaching with teacher and instructional coach
- Peer coaching discussion and/or participating in reflective conversations with the instructional coach.

Staff and administrators should use the boxes below to indicate their interest and approval in using the Instructional Coaching option.

- Staff should check here if they are interested in working with an instructional coach in lieu of the formal Pre-Observation, Classroom Observation and Post Observation process.

- After meeting with the teacher to discuss this Individual Growth and Development Plan administrators can indicate their approval of the teacher working with an instructional coach in lieu of the formal Pre-Observation, Classroom Observation and Post Observation process. Final approval on how many staff per building are able to work with an instructional coach will happen in a meeting with the Director of Teaching and Learning during the first week of October.

Staff Signature ______________________  Administrator Signature ______________________