

**PROFESSIONAL CERTIFICATE  
PROFESSIONAL GROWTH PLAN**

Use this form in conjunction with the 3 standards and 12 criteria

<b>Name:</b>
<b>Building and Assignment:</b>
<b>Standard/Criterion:</b>
<b>Step 1 - Needs Assessment and Goal Selection</b>
<b>1a-Professional Growth Area of Focus</b> Your self-assessment using the Descriptions of Practice, discussions with your Professional Growth Team, and the review of school/district plans will provide guidance on a specific area for growth within the selected <b>criterion</b> .
<ul style="list-style-type: none"><li>- Describe using the language of the descriptors of practice<ul style="list-style-type: none"><li>• what are you currently able to do</li><li>• where you need to grow in regard to this criteria</li></ul></li><li>- Explain how these items:<ul style="list-style-type: none"><li>• your self-assessment</li><li>• the priorities of your current job assignment</li><li>• your understanding of your students</li><li>• school's data and school's improvement plan</li><li>• district initiatives</li><li>• feedback and input from your growth team members in the above helped you to identify your need to growth needs in this area</li></ul></li></ul>
<b>1b-Rationale</b> What will your students be able to do as a result of your professional growth that they are not now able to <b>do</b> ?
<ul style="list-style-type: none"><li>- Describe what your students current needs are and how you know in the areas your self-assessment revealed you need to work.</li><li>- Specify what you envision them being able to do as a result of your change in practice related to their ability to learn.</li></ul>
<b>Step 2 - New Learning</b>
<b>Based on your rationale, what new skills and knowledge (grounded in research) will you need to build your capacity in this area? Be <b>Specific</b>.</b>
<ul style="list-style-type: none"><li>- Name the body of research, names of researchers and titles that you have consulted for each of the skills and knowledge you have decided to focus on. .</li><li>- Be clear what you will learn specifically and make certain it is clearly tied to the identified areas in the self-assessment (1a).</li></ul>

**Commented [01]:** You should reference both the criteria ID code and copy and paste the entire criteria text here.

**Commented [02]:**

This prompt is asking for:

1. What you are currently doing
2. How you need to improve your practice.
3. What source led you to that conclusion.

Overall, make certain you are clear about the changes **you** want to make in **your** approach, behavior, understanding, and/or actions, not the students' actions.

**Commented [03]:** 1a paints the picture of **your** change, 1b a paints the picture of your students' new abilities as a result of your learning.

**Commented [04]:** . Research is key to this section. You can use any of the resources from class or utilize ASCD.

One suggestions as you name your new learning is the phrasing "I will learn \_\_\_\_\_ in order to \_\_\_\_\_".

## PROFESSIONAL CERTIFICATE PROFESSIONAL GROWTH PLAN

Step 3 - Professional Growth Action Plan		
What specific growth activities will you engage in to obtain the identified new learning?		
<b>ACTIVITIES</b>	<b>TARGET DATE</b>	<b>RESOURCES NEEDED</b>
Step 4 - Evidence Proposed		
What evidence might you gather to demonstrate the impact of your professional growth on student learning as stated in Step 1?		
<ul style="list-style-type: none"> <li>- Be clear to name both the performance task itself and any diagnostic or formative work that relates to show growth.</li> <li>- Explain the reason why you believe these performances will be able to show your application of new learning.</li> <li>- Be clear the different students you will draw from for evidence representing those who excel, those who struggle, and those who develop with appropriate support. Think about your context and the differences for your unique population.</li> </ul>		
Step 5 - Evidence Presented Upon Completion		
<b>Briefly</b> describe the actual evidence of impact on student learning? You may refer to evidence within your portfolio <b>entries</b> .		
<b>NOT COMPLETED UNTIL PORTFOLIO CONSTRUCTION</b>		
Step 6 - Reflection/Implications		
Focus Question: As you reflect on your progress in this area of focus, what are some next steps that might guide future learning? This section may also be reflected in your Portfolio and referred to here.		
<b>NOT COMPLETED UNTIL PORTFOLIO CONSTRUCTION</b>		
Collaboration with the Professional Growth Team		
Arrange to consult with your Professional Growth Team and share your plan. Make revisions to your plan based on feedback.		
<b>APPROVAL OF PLAN (TEAM MEMBERS)</b>		
	Date:	
	Date:	
	Date:	

**Commented [05]:** Initially, you may name what you plan to find – Class on..., Articles on... Experts on...

**Commented [06]:** You want to at this phase at least list a date range.

**Commented [07]:** Keep in mind if you have any needs for release or funding. This is important to anticipate.

**Commented [08]:** Probably the most difficult of all the steps – imagining what is evidence that reveals what students have learned as a result of your change in practice.

**Commented [09]:** Steps 5 & 6 are for after you execute your growth plan and construct your portfolio.

**Commented [010]:** You will need to have this signed by the end of Pre-Assessment Seminar. One member of your team will be Mary Ann Stine as the University representative, one will be a district representative the third will be your colleague.