JEFFERSON COUNTY PUBLIC SCHOOLS

PRINCIPAL/ASSISTANT PRINCIPAL

SELF REFLECTION & PROFESSIONAL GROWTH PLAN

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| **NAME:** | |  | | | | **DATE:** |  | |
| **ID #:** |  | | | **LOCATION NAME:** |  | | | |
| **SUPERVISOR/EVALUATOR:** | | |  | | | | |

**Part A: Reflection on the Principal Performance Standards**

*Reflect on the effectiveness and adequacy of your practice in each of the performance standards. Provide a rating (I = Ineffective; D = Developing; A = Accomplished; E=Exemplary) on each performance standard and list your strengths and areas for growth.*

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| **Standard** | **Self-Assessment** | | | | **Strengths and Areas for Growth** |
| **1. Instructional Leadership**  *The principal fosters the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to student academic growth and school improvement.* | **I** | **D** | **A** | **E** |  |
| **2. School Climate**  *The principal fosters the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders.* | **I** | **D** | **A** | **E** |  |
| **3. Human Resource Management**  *The principal fosters effective human resources management by assisting with selection and induction, and by supporting, evaluating, and retaining quality instructional and support personnel.* | **I** | **D** | **A** | **E** |  |
| **4. Organizational Management**  *The principal fosters the success of all students by supporting, managing, and overseeing the school’s organization, operation, and use of resources.* | **I** | **D** | **A** | **E** |  |
| **5. Communication and Community Relationship**  *The principal fosters the success of all students by communicating and collaborating effectively with stakeholders.* | **I** | **D** | **A** | **E** |  |
| **6. Professionalism**  *The principal fosters the success of all students by demonstrating professional standards and ethics, engaging in continuous professional learning, and contributing to the profession*. | **I** | **D** | **A** | **E** |  |

Examine additional relevant data sources to make an informed decision on growth needs. Select and highlight a standard which will be the focus of your professional growth goal.

**Part B: Student Progress Goal**

Based on School Need - *Goal shared by Assistant Principal*

Each Principal will create a minimum of one student progress goal, developed in collaboration with, and approved by, his/her supervisor. The student progress goal should be based on and aligned with the Comprehensive School Improvement Plan (CSIP).

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| Student Progress Goal Statement:  School year: 20\_\_ - 20\_\_ |
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**Part C: Working Conditions Goal**

Principals and assistant principals are each responsible (goal not shared) for setting a one to three year Working Conditions Growth Goal, revisited annually, based on the most recent TELL Kentucky Survey, JCPS Comprehensive School Survey, and/or other applicable data.

A minimum of one Working Conditions Goal will be developed in collaboration with the supervisor. Progress toward meeting the Working Conditions Goal will be discussed throughout the evaluation cycle.

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| Working Conditions Goal Statement:  School year: 20\_\_ - 20\_\_ |
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**Part D: Professional Growth Goal**

Principals and assistant principals complete the professional growth goal annually. The goal(s) will be realistic, focused, and measurable.

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| Professional Growth Goal Statement:  School year: 20\_\_ - 20\_\_ |
| Principal Performance Standard and Indicator(s) that connect to the Professional Growth Goal: |
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**Part E: Action Plan**

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| **Action Plan to Support Student Progress Goal, Working Conditions Goal, and Professional Growth Goal** | |
| **Strategies/Actions**  What is my personal learning necessary to meet the goals? What will I need in order to learn my identified skill or content? How will I apply what I have learned? How will I accomplish my goals? Strategies/Actions connect data from multiple sources including site-visit conferences, data on student progress, and professional growth needs. | **Targeted Completion Date**  When will I complete each identified strategy/action? |
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| **Employee’s Signature:** | **Date:** |
| **Evaluator’s Signature:** | **Date:** |