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| **Learning Development Plan** |
| **Teacher: School: School Year:** |

Identify two or three areas for growth that can ideally be accomplished during this school year. Set **SMART Goals:** *Specific, Measurable, Attainable, Realistic, and Timely*. The goals should be a stretch for you, but attainable with effort. Form your goals in alignment with the *Framework for Teaching* by Danielson.

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| **Areas for Growth** | **Examples of actions toward achieving your goal** | **Examples of ways to measure progress** |
| *Planning & Preparation:* * Setting Instructional Outcomes
* Designing Coherent Instruction
* Designing Student Assessments

*The Classroom Environment:** Establishing a Culture for Learning
* Managing Student Behavior

*Instruction:** Using Questioning and Discussion Techniques
* Engaging Students in Learning
* Using Assessment in Instruction

*Professional Responsibilities:** Reflecting on Teaching
 | * Observe/debrief peer classes (inter-visitation)
* Set up benchmark conferences with my mentor/coach
* Attend a workshop or class
* Conduct relevant research on effective practices the theory
* Explore ARIS for resources and learning communities
* Ask students to complete a teacher evaluation
* Set aside 30 minutes per week to focus on a goal
* Develop a personal rubric to measure growth
 | * Benchmark conference with a mentor/coach
* Analyze student test data
* Examine student work using rubrics
* Rate yourself on your PD growth rubric
* Complete a self-assessment to gauge progress
* Peer review (in-person or video)
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***EXAMPLE***

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| **Developmental Goal #1** | **Related Teacher Competency(ies)** | **Anticipated Impact of Improvement on Students** | **Developmental Actions**(break down into specific individual steps with end-dates) | **How will progress be measured?** | **Resources and Supports Needed** | **Proposed Dates** | **Date Completed** |
| *Elevate the level of critical thinking in the classroom by modifying the types of questions and tasks asked of students.* | *Using Questioning and Discussion Techniques* | *Students will be able apply critical thinking strategies to their own reading and writing.**Student questioning and dialogue will be elevated.* | *Post Bloom’s Question stems on the wall for easy access.**Pre-plan higher level thinking questions, 3-5 per lesson.*  | *Daily reflection of planned vs. actual higher questions asked.**Observers will record the level of questions asked and the students’ responses for reflective analysis.*  | *Resources for how to actually apply Bloom’s in the classroom.**Model scaffolded lesson planning with higher level questions and student supports building towards them.* | *11/17* | *2/15 (progress check)*  |

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| **Developmental Goal #1** | **Related Teacher Competency(ies)** | **Anticipated Impact of Improvement on Students** | **Developmental Actions**(break down into specific individual steps with end-dates) | **How will progress be measured?** | **Resources and Supports Needed** | **Proposed Dates** | **Date Completed** |
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| **Developmental Goal #2** | **Related Teacher Competency(ies)** | **Anticipated Impact of Improvement on Students** | **Developmental Actions**(break down into specific individual steps with end-dates) | **How will progress be measured?** | **Resources and Supports Needed** | **Proposed Dates** | **Date Completed** |
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| **Developmental Goal #3** | **Related Teacher Competency(ies)** | **Anticipated Impact of Improvement on Students** | **Developmental Actions**(break down into specific individual steps with end-dates) | **How will progress be measured?** | **Resources and Supports Needed** | **Proposed Dates** | **Date Completed** |
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| **Reflection/Application**: Did you achieve your goals? What was the impact on instructional/classroom practices and student achievement *(list specific evidence)*? |
| **Developmental Goal #1** | **Developmental Goal #2** | **Developmental Goal #3** |