**Educator’s Name\_Kim Morgan\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ School \_Spradling Elementary\_\_\_\_\_\_ Year\_2014-2015\_\_\_\_\_\_\_\_**

**Directions: Please refer to the appropriate TESS Rubric when completing this Professional Growth Plan. These steps will be repeated for each Professional Growth Goal.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **STEP 1 – Targeted Area for Growth:**  Discuss your self-evaluation results, performance evaluation results, and your relevant student learning data. From this information, determine your targeted area for growth. | **Evaluation Results and Student Learning Data:**   * Spradling Elementary students have transitioned to Common Core State Standards and have utilized the Easy Tech program to enhance student’s skills in the area of digital literacy. While students have been working through the digital literacy program with a 100% success rate by January 2014, digital instruction has not been consistent in lesson plans or in the classrooms for both the TAGG and non-TAGG groups.   **Targeted Area for Growth:**   * Through the implementation of CCSS, the need for digital learning has increased. Monthly digital based instruction will ensure that students are prepared to learn skills and acquire knowledge through varied digital resources. This implementation will assist students in demonstrating mastery on the CC assessments. | | | |
| **STEP 2 – Aligned TESS Domain/ Component(s):**  Align your Targeted Area of Growth (Step 1) with TESS Domains and Components of the appropriate evaluation framework. | **Domain:**  **Component(s):** | | | |
| **STEP 3 – Professional Growth Goal:**  Based on your Targeted Area of Growth (Step 1), and the selected TESS Domain and Component(s) (Step 2), write a specific Professional Goal that you want to achieve.  **If multiple goals are established, the next steps will be repeated**. | **School Goal:**  Instructional plans and classroom instruction at Spradling Elementary will include a minimum of one digital lesson per month utilizing either software or hardware for both TAGG and Non-TAGG groups. | | | |
| **Personal Goal:** | | | |
| **STEP 4 – Professional Growth Goal Plan:**  Write the steps you will follow to ensure that you reach your Professional Growth Goal (Step 3). Include the professional learning activities in which you will engage and a timeframe for each step. | **Steps/Professional Learning** | | | **Timeframe** |
| **School:** | | | **School:** |
| **Personal:** | | | **Personal:** |
| **STEP 5 – Implementation and Monitoring:**  Create your Theory of Action based on what you are learning from implementing your Professional Growth Goal Plan (Step 4). | **Theory of Action** | | | |
| **Implementation Strategies** | **Results Indicators** | **Sources of Data to Monitor** | |
| **If I take the following actions**  **School:** | **Then I will see the following change in my practices** | **Data source(s)** | |
| **Then I expect to see my students** | **Data source(s)** | |
| **Personal:** | **Then I will see the following change in my practices** | **Data source(s)** | |
| **Then I expect to see my students** | **Data source(s)**   * PARCC assessment | |
| **Step 6: Reflection:**  Analyze the progress that you are making toward the accomplishment of your Professional Growth Goal (Step 4). If progress is not being made, revisit your professional growth plan and make the necessary adjustments. | **Mid-year review** | **Progress on your SCHOOL goal** | **Data source(s)** | |
| **Progress on your PERSONAL goal** | **Data source(s)** | |
| **End-of-year review** | **Progress on your SCHOOL goal** | **Data source(s)** | |
| **Progress on your PERSONAL goal** | **Data source(s)** | |

**Our signatures below confirm we have met and established a professional growth plan for the upcoming school year.**

***A copy of this form as well as the Professional Growth Plan will be kept in the educator’s evaluation file for future reference.***

**Educator Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Principal/ Designee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Revisions and Updates: Track Recommendation for Next Year: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**