

Educator Professional Growth Goal – Teacher Example

Each Professional Growth Goal should be a measurable endpoint, achieved through specific action steps. In the example below, note the use of action steps that support the educator’s strategy for achieving the Professional Growth Goal, along with benchmarks that provide the basis for measuring progress toward the goal throughout the year.

Professional Growth Goal #1: To learn and implement effective strategies to check for student understanding					
Action Steps and Data: <i>Include detailed steps and the data you will use to determine whether each benchmark is met</i>	Benchmarks and Data: <i>Set benchmarks to check your progress throughout the year (minimum 3). Also include data you will use to ensure your progress is adequate at each benchmark.</i>				Evidence of Achievement: <i>How do you know that your goal has been met?</i>
Action Step 1 Learn 3 new research-based effective strategies to check for student understanding during instruction.	By 10/1/11 Research strategies that exist and obtain resources for study (borrow or buy book(s) that contain appropriate strategies)	9/1/11 through 6/15/12 Keep a weekly reflective journal, and/or enlist and implement a critical friends group	By 10/31/11 Observe 2 colleagues who are effective at checking for student understanding during instruction	Between 1/30/11 and 3/30/12 Enlist 1-2 colleagues to observe my teaching at least 2 times, focusing on checking for student understanding. Each observation will have a debriefing conference afterward for reflection	1. <i>Reflective Journal:</i> reflections will demonstrate synthesis of new knowledge and reflections on teaching practice 2. <i>Observations conducted by colleagues:</i> Observations will reveal how I check for understanding during instruction.
	Data: Resources obtained and read	Data: Reflective journal, and/or notes from Critical Friends meetings	Data: Observation notes indicating the focus on checking for understanding	Data: Observation notes and reflection indicating checking for understanding	



Action Steps and Data: <i>Include detailed steps and the data you will use to determine whether each benchmark is met</i>	Benchmarks and Data: <i>Set benchmarks to check your progress throughout the year (minimum 3). Also include data you will use to ensure your progress is adequate at each benchmark.</i>				Evidence of Achievement: <i>How do you know that your goal has been met?</i>
Action Step 2 Implement instruction that consistently and effectively checks for understanding, responds to student understanding, and engages students in monitoring their own understanding.	10/31/11 through 6/15/12 (daily) Include strategies for checking for understanding in lesson planning	1-2 times per Quarter Video tape lessons for self-reflection and critique (Look specifically for strategies for checking for understanding and students engaging in their own understanding)	9/1/11 through 6/15/12 (weekly or bi-weekly) Collect student work as evidence of checking for understanding and students engaging in evaluating their own understanding	_/_/_ Data:	<ol style="list-style-type: none"> 1. Lesson plans will include details that elicit checking for understanding 2. Videotapes will include evidence of effective checking for understanding 3. Student work will include segments where students are checking for their own understanding as well as providing the teacher with evidence of understanding.
	Data: Lesson plans include details that elicit checking for understanding	Data: Notes from self reflection and critique of the video are focused on checking for understanding	Data: Student work	Data:	

