

## Professional Growth Plan

### Prairie Christian Teacher's Association {CEA} - 1999

Teachers recognize that professional growth is an ongoing process. In order to facilitate teachers in planning their PD program, the CEA provides this sample action plan. The action plan is designed to help teachers, in consultation with their administrator, create a professional growth program. It is flexible enough to meet local and individual needs and is easy to adapt to changing circumstances.

Following is a grouping of various possible professional growth activities. The list is not exhaustive, as teachers often design their own unique professional growth plans to meet their own situation. Thus each grouping includes an item "personalized professional growth activity."

- Attendance at CEA convention
- Local one day/evening workshop/clinic
- Personalized professional reading plan
- Presentation to local staff/community
- School exchange visit
- Personalized professional growth activity

- TKUC Master Teacher program
- CSI-sponsored curriculum project
- University/college course
- CSI-sponsored summer course
- Extended teacher practicum
- Personalized professional growth activity

- Giving a workshop at the CEA convention
- Regional workshop presentation
- Preparation of a unit for the CSI unit bank
- Membership in a CEA or CSI standing committee
- Supervision of shorter teacher practicum
- Publication of an article in a professional journal (e.g. CEJ, CEA Newsletter)
- Attendance at an extended (i.e. 2-3 day) conference
- Personalized professional growth activity

### **Principles of Effective Professional Development**

- a responsibility of all teachers; all teachers are involved
- based on needs of the participants
- participants involved in the design
- part of a process of change
- program is ongoing and continuous
- uses a variety of activities, including hands-on
- viewed as relevant and useful
- based on growth, not a deficit, model
- utilized coaching, feedback or other follow-up processes
- setting and physical arrangements are suitable
- opportunities for collegiality and collaborative work
- sufficient time is provided
- provides opportunity for experimentation
- provides opportunities for participants to demonstrate role skills and knowledge
- based on sound research and practical data
- relates to professional life... “a better teacher”

### Template 1

Using the action plan that follows, identify an area of need/interest and proceed to work out your own action plan (in consultation with your administrator).

#### Action Plan for Professional Growth

Name: \_\_\_\_\_ Year: \_\_\_\_\_

**Identification of areas of interest/need:**

What are my strengths? What are my areas of growth? What opportunities exist? What are the barriers? What should I be doing more of? What should I be doing less of? What new things could I do?

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**Plan of Action:** \_\_\_\_\_

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

**Administration Comments:** \_\_\_\_\_

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**Signatures:**

Teacher: \_\_\_\_\_ Date: \_\_\_\_\_

Administrator: \_\_\_\_\_ Date: \_\_\_\_\_

**Teacher Professional Growth Plan**

**Template 2**

Name: \_\_\_\_\_ Date: \_\_\_\_\_

One thing I would like to be able to do even better than I do now is: \_\_\_\_\_

Knowledge/ Skills/ Attributes: \_\_\_\_\_

What I presently do in this area is: \_\_\_\_\_

What I need to do is: \_\_\_\_\_

Here's how you can help me Principal...

Here's what I would like it to look like by Christmas: \_\_\_\_\_

The impact on my students will be: \_\_\_\_\_

How will I know I have achieved my goal? (Evaluation Measures) \_\_\_\_\_

How did I do? What went well, what didn't go as well as I would have liked? \_\_\_\_\_

Administrator Comments/ Suggestions: \_\_\_\_\_

\_\_\_\_\_  
Teacher's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Principal's Signature

\_\_\_\_\_  
Date