

## Suggested Steps for Developing an Individual Teacher Professional Development Plan

### □ Initial data analysis

Teachers work together collectively with administrators and PD Leadership Team to:

- Review district, building, and classroom level student data
- Review the district and building-level PD plans
- Review the Iowa Teaching Standards and criteria

### □ Individual reflection and self-assessment to set goals

The individual career teacher uses the information gathered in the initial data analysis and extends the process:

- What do I need to learn to extend and refine my knowledge and skills on the collective goal(s)?
- What do I need to do to increase my application of these skills?
- Who might have similar individual goals that might work with me to extend my skills?
- Have I gotten feedback &/or examined data that suggest my effectiveness in one of the other standards/criteria needs attention?
- If yes, what knowledge and skills do I need to acquire?
- What should I study and practice?
- Is this content/pedagogy research based?
- Do my goals address the Iowa Teaching Standards/Criteria?
- Would this work fit with District/building priorities?

### □ Design the learning opportunities

Select or design ways to support the teacher in learning new knowledge and skills:

- What learning experiences would ensure that I master this priority?
- What support do I need?
- Who else can I study and learn with?
- How can I collaborate with others to plan lessons, observe other teachers, and study student work?

### □ Indicators of success

List the indicators that will be used to document the accomplishment of this goal:

- How can I demonstrate to my evaluator that I have applied what I learned?
- How can I showcase how students benefited from this work?

### □ Establish a time line

- What is a good schedule for accomplishing my goals?
- When should I share progress?

### □ Finalize the written plan: A written Individual PD plan will be the product of the ongoing discussion.