

## Professional Development Plan (SAMPLE)

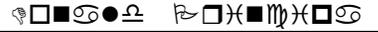
School Year: 2009-2010 Year: 1  2  3  4  Career Status   
 Lateral Entry: 1  2  3

Name: Max New Position/Subject Area: 7<sup>th</sup> Grade Social Studies School: GS Middle School  
 Mentor: Mavis Mentor Position/Subject Area: 8<sup>th</sup> Grade Social Studies School: GS Middle School  
 (Required in the first three years for all beginning teachers)

<p><b>A. NC Professional Teaching Standards</b></p> <ol style="list-style-type: none"> <li>1. Teachers Demonstrate Leadership</li> <li>2. Teachers Establish a Respectful Environment for a Diverse Population of Students</li> <li>3. Teachers Know the Content They Teach</li> <li>4. Teachers Facilitate Learning for Their Students</li> <li>5. Teachers Reflect on Their Practice</li> </ol>	<p>Standard(s) to be addressed:  <u>Standard 1 – Teachers Demonstrate Leadership</u>  <u>Standard 3 – Teachers Know the Content they Teach</u></p> <p>Elements(s) to be addressed:  <u>Standard 1 – Establishes a safe and orderly classroom.</u>  <u>Standard 3 – Incorporates a wide variety of literacy skills within content areas to enhance learning.</u></p>
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**B. Teacher's Strategies**

Goals for Elements	Activities/Actions	Expected Outcomes and Evidence of Completion	Resources Needed	Timeline
<p>Goal 1: Create and implement a classroom management plan that includes procedures and consequences that are doable and measurable.</p> <p>Goal 2: Research and incorporate various literacy skills into content lesson plans.</p>	<p>Research developmental needs of students.</p> <p>Observe experienced teachers to see what works with this age group.</p> <p>Create lesson plans that show reading and writing strategies for various levels of students, appropriate for students in my classes.</p>	<ul style="list-style-type: none"> <li>• More time on task for learning</li> <li>• Fewer discipline referrals</li> <li>• Increase in EOG test scores – reading comprehension and writing</li> <li>• Higher rate of success on class work and assessments</li> <li>• More detailed lesson plans</li> </ul>	<p>Mentor teacher, grade level and content area chairs</p> <p>Time to observe master level teachers</p> <p>Reading across curriculum workshop and writing in content workshop</p> <p>Assessment data and previous year's EOG data</p>	<p>Within 1<sup>st</sup> month of school</p> <p>May 1, 2010 – before EOGs</p>

Teacher's Signature:  Mentor's Signature:  Administrator's Signature:   
 Date: September 30, 2009 Date: September 30, 2009 Date: September 30, 2009

Plan: Individual  Monitored  Directed

Teacher: Max New

Academic Year: 2009-2010

**C. Evidence of Progress Toward Specific Standards or Elements to be Addressed/Enhanced**

Goal 1:

Discipline referrals have dropped by 30% since implementation of the classroom management plan that focused on teaching procedures and expectations.

Procedures are more appropriate for the age of the students as evidenced by a higher rate of success and more time on task.

Goal 2:

Attended a workshop on reading in the content and incorporated strategies learned into lesson plans. The strategies and changes in lesson plans have resulted in an increase in the reading skills and retention of students.

**D. Narrative**

<p>Teacher's Comments:</p> <p>I have seen the results of teaching and reinforcing procedures in my classroom. The discipline referrals are fewer and the students are responding in a positive manner to having clear procedures consistently in place.</p> <p>Teacher's Signature: _____</p> <p>Date: <u>January 14, 2010</u></p>	<p>Mentor's Comments:</p> <p>Mr. New's classroom management plan has had a definite positive effect on his students. There is more learning going on in the classroom, less confusion and the students have more time on task. He needs to continue to follow through with established procedures and not let up the 2<sup>nd</sup> half of the school year.</p> <p>Mentor's Signature: _____</p> <p>Date: <u>January 14, 2010</u></p>	<p>Administrator's Comments:</p> <p>Mr. New's referral rate has dropped significantly since the first month of the school year. During walkthroughs and his second formal observation, I observed several strategies being used that were part of a recent reading in the content area workshop that he attended with me. Students were engaged during the lessons.</p> <p>Administrator's Signature: _____</p> <p>Date: <u>January 14, 2010</u></p>
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**Professional Development Plan – End-of-Year Review to be completed by (date) May 15, 2010**

**Teacher:** Max New

**Academic Year:** 2009-2010

**E. Evidence of Progress toward Specific Standards or Elements to be Addressed/Enhanced**

Goal 1: Mr. New's discipline referrals have dropped by 60% since the implementation of his classroom management plan. He was able to maintain the focus of the plan's expectations throughout the school year and should start out in the Fall more confident and in control. Additionally, through observations, it is evident that students are spending more time on task than at the beginning of the school year.

Goal 2: Mr. New attended three workshops during the school year on reading and writing in the content area. He has incorporated at least four of the strategies he learned at the workshops into his lesson plans. Through observations of experienced master teachers and reflection of practice, he has been able to adjust what he is learning in the workshops for more positive impact on his students. His lesson plans are more detailed and the objectives for each lesson are more concise and measurable. His student grades on benchmark tests here at the school have improved on average by 6%.

**F. Goal 1 was successfully completed**      YES       NO

**Goal 2 was successfully completed**      YES       NO

**G. Narrative**

<p><b>Teacher's Comments:</b> I feel like it is finally coming together! The classroom management plan that I put together based on suggestions from my mentor and the observations of master teachers, made a huge difference in what I was able to do with my students and instruction. Learning new strategies for writing and reading helped me with lesson planning and instruction. I can see the improvement in my students.</p> <p>Teacher's Signature: _____</p> <p>Date: <u>May 1, 2010</u></p>	<p><b>Mentor's Comments:</b> Mr. New has been receptive to suggestions and has used the opportunities to observe master teachers to improve his classroom management and lesson plans. His students have more time on task and have clear expectations of what is expected of them. His confidence is much improved and he ended the year in a positive manner. He is already looking to the fall and is planning based on what he learned this year.</p> <p>Mentor's Signature: _____</p> <p>Date: <u>May 1, 2010</u></p>	<p><b>Administrator's Comments:</b> I have seen much improvement in Mr. New's classroom – the management plan has resulted in fewer referrals and calls to the office. His lesson plans and instruction reflects an increase in use of strategies to improve writing and reading in his content and student benchmark scores have increased.</p> <p>Administrator's Signature: _____</p> <p>Date: <u>May 1, 2010</u></p>
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