



Planning For Your **PROFESSIONAL GROWTH**

STEPS TO DEVELOPING A MEANINGFUL GROWTH PLAN

An individual growth plan provides structure. Without explicit goals, it is hard to get results. Goals, according to Peter Senge, represent what people commit themselves to do. Treating your learning in a hit-or-miss way compares to walking into your classroom with no idea about what you want to do and what you want to accomplish.

WHAT IS A GOOD PROFESSIONAL DEVELOPMENT PLAN?

- It addresses individual needs to improve practice, but it balances those needs with the needs of the students, school, and district.
- It focuses on improving student learning as the overall goal of professional development, and it connects the educator's individual goals to demonstrated student needs.
- It reflects school, district, and/or state educational initiatives.
- It includes reflection as a part of the individual's learning and growth.
- It includes documentation of the outcomes of the professional development activities.

HOW DOES ONE CREATE A GOOD PROFESSIONAL DEVELOPMENT PLAN?

To create a good learning plan, you should reflect on what you need to accomplish based on:

- Your students' needs based on data (assessment, work samples)
- Your school's improvement plan
- Your current area of practice
- Your own individual interests
- How you can effectively and accurately evaluate your effort
- How you can document your effort
- The **North Carolina Professional Development Standards**

REFLECT BEFORE YOU BEGIN WRITING

Reflecting on your practice is important before you plan and throughout your professional development process.

Some powerful questions that you might think about as you consider your goals and how to implement them:

- What are my goals for my students?
- How will I judge the quality of my students' work?
- How does my practice impact student achievement?
- Based on data, what do I know about my students' needs?
- How do my schools' goals and improvement plan impact my goals?
- How can I improve or strengthen my practice?
- What skills, knowledge, behavior, or ability do I need to gain?
- How will I know I have accomplished my goals?
- What evidence of my professional development effort can I collect?

REFERENCES

Eisenhower National Clearinghouse. (2002). *Individual Professional Development Planning*. Author

Senge, Peter. (1990). *The Fifth Discipline: The Art and Practice of the Learning Organization*. New York: Currency.

RESOURCES

Individual Professional Development Planning Eight Step Guide Available at: <http://www.enc.org/professional/guide/started/plan/document.shtm?input=BYD-003023-pdf>

