Grinnell-Newburg Community School District

**Individual Professional Development Plan 2018-19**

TRACK I

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| TEACHER: | BUILDING: | DATE: |
|  | Grinnell High School | 2018-19 |

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| G-N DISTRICT CORE BELIEFS  1. All Children Can Grow Academically   * Engaging instruction and assessment accommodate a variety of learning styles and aptitudes.   2. Everyone Is Accountable and Responsible For Their Learning   * Learning is a shared responsibility among students, staff, and families   3. Clear & Direct Communication is Used By All   * A commitment to effective, open communication, continual feedback, and specific, attainable, and data-driven goals increase achievement   4. Every Child Receives A Challenging and Rigorous Curriculum   * Curricula and instruction are based on sound research, high expectations, and innovative learning environments   5. All Students and Staff Will Operate in a Safe Environment   * A healthy and safe learning environment encourages relationship building and supports a positive self-concept and acceptance   G-N DISTRICT LONG RANGE GOALS:   1. Embrace flexible and collaborative instructional offerings to foster high levels of student achievement and prepare students for their futures in all content areas, with special emphasis on improving literacy, math, science, and career and college readiness. 2. Create productive learning environments that utilize exemplary professional practices linked to creativity, collaboration, communication and critical thinking activities. 3. Equip safe and secure environments for our students, staff, community, and families. 4. Engage families & community partners to support student intellectual, social & emotional learning.   5. Provide efficient, effective and equitable use of resources to support District programs. |

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| GHS 2018-19 BUILDING GOALS:   1. 80% of students tested in disciplinary literacy skills in all content areas will show mastery of skills on teacher created classroom assessments. (Aligns with District long-range Goal #1)   *Action Plan:  To meet this goal, content area teachers will use pre & post assessments or existing summative assessments to measure essential disciplinary literacy skills and continue to implement disciplinary literacy strategies from professional development within their classrooms.*        2. All GHS staff will utilize exemplary professional practices to engage students in cognitively               complex tasks involving disciplinary literacy activities & technology integration. (Aligns with               District long-range Goal #2)  *Action Plan:  To meet this goal, all GHS classroom instructors will work collaboratively with their PLC*  *colleagues, Instructional Coach, and administrators to increase the frequency of cognitively complex*  *tasks.  All classroom instructors will participate in an instructional coaching cycle and will embed* *student-centered technology opportunities within their classrooms.*         3. The culture and climate of GHS will improve as per the following indicators:  (Aligns with               District long-range Goal #3)            a. Students involved in at least one extracurricular activity will increase from 66% to 68%            b. Average daily attendance rates will increase from 92% to 94%            c. Positive survey responses from students about their school will increase from 49% to 51%  *Action Plan:  To meet this goal, GHS classroom instructors, counselors, and administrators will build positive connections with students, implement college/career readiness activities for students, and design multiple pathways to graduation that meet the needs of all students.  GHS faculty will continue to use the Seminar Program as one of the methods to build relationships with students and keep them connected to school, while extracurricular coaches and sponsors will strive to recruit new* *students into their activities.* |

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| INDIVIDUAL GOAL(S) (Written in a manner that allows for progress to be measured):  ACTION PLAN: |

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| RATIONALE FOR THE PLAN: |
| 1. What student learning concerns will this plan address? |
| 1. What specific strategies and activities will help to accomplish your goal? |
| 1. What artifacts will be available for you to use as evidence that your plan is working? |

HIGHLIGHT OR **BOLD** THE IOWA TEACHING STANDARDS THAT ARE ADDRESSED IN THIS PLAN:

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| 1. Enhance Student Achievement  *a. Provides multiple forms evidence of student learning and growth to students, families, and staff*  *b. Implements strategies to support district goals*  *c. Uses data to guide decision-making*  *d. Creates a classroom culture that supports learning*  *e. Creates an environment of respect & fairness*  *f. Participates & contributes to a collegial culture*  *g. Communicates with students & families* | 5. Monitoring Student Progress  *a. Aligns classroom assessment with instruction*  *b. Communicates criteria to students & parents*  *c. Uses the results of assessments to guide instruction*  *d. Guides students in goal setting and self-assessment*  *e. Provides timely feedback to students & parents*  *f. Works with colleagues to analyze student progress* |
| 2. Content Knowledge  *a. Understands key concepts, themes, & relationships in the content area*  *b. Uses knowledge of student development to make learning experiences meaningful.*  *c. Relates ideas & information within & across content areas*  *d. Understands and uses instructional strategies that are appropriate to the content area* | 6. Classroom Management  *a. Creates a learning community with positive interactions & active engagement for all students*  *b. Establishes & communicates standards of responsible student behavior*  *c. Develops and implements classroom procedures and routines that support high expectations for learners*  *d. Uses instructional time effectively to maximize student achievement*  *e. Creates a safe & purposeful learning environment* |
| 3. Planning and Preparation  *a. Uses student data to plan for instruction*  *b. Sets high academic & behavioral expectations for all*  *c. Uses student developmental needs, backgrounds, & interests to plan for instruction*  *d. Selects strategies to engage all students in learning*  *e. Uses available resources in development of instruction* | *7. Professional Growth*  *a. Demonstrates habits & skills of continuous inquiry and learning*  *b. Works collaboratively to improve professional practice*  *c. Applies research, knowledge, & skills from professional development to improve practice*  *d. Establishes & implements a professional development plan of action*  *e. Provides an analysis of student learning and growth based on teacher-created tests and authentic measures as well as any standardized and districtwide tests.* |
| 4. Instructional Strategies  *a. Aligns classroom instruction with district standards*  *b. Uses research-based instructional strategies to address a full range of cognitive abilities*  *c. Demonstrates flexibility to meet students needs*  *d. Engages in varied experiences to meet varied needs*  *e. Connects with students’ prior knowledge & interests*  *f. Uses available resources in the delivery of instruction* | 8. Professional Responsibilities  *a. Adheres to board policies, district procedures, & contractual obligations*  *b. Demonstrates professional & ethical conduct as defined by state law and district policy*  *c. Contributes to efforts to achieve district & building goals*  *d. Demonstrates an understanding of and respect for all learners*  *e. Collaborates with students, families, & colleagues to enhance student achievement* |

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| Resources desired to implement the plan: |

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| Indicators that will be used to document the accomplishment of this goal: |

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Teacher Signature Date Administrator Signature Date