Professional Growth & Self-Reflection

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Professional Growth Plan

An individualized plan that is:

- Focused on improving your professional practice and leadership skills
- Aligned with educator and student performance standards
- Built using a variety of sources and types of student data that reflects needs, strengths, educator data, and school/district data
- Produced in consultation with the evaluator (principal)
Considerations for PGP Planning

- Reflect on the Common Core State Standards
- Student Growth Goals
- Content standards and content-specific skills
- Reflections on instructional practices and student outcomes
- Benchmark/PARCC testing
- Other sources identified by your district
Goal Setting for PGP Planning

Answer the following questions when developing your PGP:

1. What do I want to change about my practice that will effectively impact student learning?
2. How can I develop a plan of action to address my professional learning?
3. How will I know if I accomplished my objective?
Charlotte Danielson’s Framework for Teaching

- **Domain 1: Planning & Preparation**
  - 1a: Demonstrating Knowledge of Content and Pedagogy
  - 1b: Demonstrating knowledge of Students
  - 1c: Setting Instructional Outcomes
  - 1d: Demonstrating Knowledge of Resources
  - 1e: Designing Coherent Instruction
  - 1f: Designing Student Assessments

- **Domain 2: The Classroom Environment**
  - 2a: Creating an Environment of Respect and Rapport
  - 2b: Establishing a Culture for Learning
  - 2c: Managing Classroom Procedures
  - 2d: Managing Student Behavior
  - 2e: Organizing Physical Space
## Charlotte Danielson’s Framework for Teaching

### Domain 3: Instruction
- 3a: Communicating with Students
- 3b: Using Questioning and Discussion Techniques
- 3c: Engaging Students in Learning
- 3d: Using Assessment in Instruction
- 3e: Demonstrating Flexibility and Responsiveness

### Domain 4: Professional Responsibilities
- 4a: Reflecting on Teaching
- 4b: Maintaining Accurate Records
- 4c: Communicating with Families
- 4d: Participating in a Professional Community
- 4e: Growing and Developing Professionally
- 4f: Showcasing Professionalism
Using Bloomboard

Bloomboard is an online tool to help teachers, principals, and other administration help monitor PGP’s
Using Bloomboard

Bloomboard allows teachers to effectively monitor several areas such as:

- **Goals**
- **To Do Items**
- **Activities**
  - Artifacts
  - PGP’s
  - Observations
  - Evaluations
  - Meetings
Self Reflection

The process by which certified personnel assesses the effectiveness of their knowledge and performance for the purpose of identify areas for professional growth and development.
Effective teachers may reflect on their work formally or informally, for example:

- May review a day's work mentally
- Keep a journal
- Meet with a mentor/colleagues
  - Connects with AIMM
- Videotape or record teaching
Other Places for Self-Reflection

- Content standards
- Student Voice Results
- Professional Development Experience
- Developments in Pedagogical research

- A new trial/ unfamiliar instructional approach
- Demographic changes
- Students work
  - Use test score, exit, tickets, quizzes, poll, etc.
- Student engagement in lessons
QUESTIONS?