Garfield Heights City School District

Individual Professional Development Plan

**Examples of Educational Goals
that are applicable to the District / Building Goals**

Your IPDP can include goals taken from the following areas:

1. **Assessment and Evaluation:**

   a. To apply technology as an effective assessment tool.
   b. To construct effective evaluation instruments (rubrics) for use in my role.
   c. To expand the number and types of assessment tools utilized in my role.
   d. To apply assessment data to instruction.
   e. To correctly interpret and apply test scores.
   f. To seek input from parents and students for the purpose of improving instruction, classroom practices, and/or other job-related activities.
   g. To seek input from colleagues and/or other staff members for the purpose of improving job-related practices.

2. **Content and Professional Knowledge:**

   a. To apply technology as an effective content tool.
   b. To gain knowledge of other educational professions.
   c. To acquire further knowledge and skills in a specific content area: _____
   d. To increase understanding of age-appropriate and developmental characteristics of students.
   e. To acquire and demonstrate use of educational theory and/or practice.

3. **Communication Skills:**

   a. To apply technology as an effective communication tool.
   b. To present to various audiences.
   c. To enhance speaking skills.
   d. To enhance writing skills.
   e. To enhance community-school relations.
   f. To enhance / increase communication with a specific group: _____

4. **Instructional Methodology:**

   a. To improve students' specific skills in _____.
   b. To integrate higher-order thinking skills into daily learning activities.
   c. To facilitate students to teach themselves and others (cooperative learning, etc.)
   d. To have students become more proficient in solving problems by using a variety of tools and knowledge.
   e. To teach effectively across many disciplines.
   f. To develop interdisciplinary unit(s) of instruction which focus on: _____
   g. To develop strategies to improve the learning environment for all students.
   h. To implement a variety of teaching methods that result in increased student achievement.
   i. To create a new and relevant unit of study in _____.
   j. To initiate and pilot an innovative project: _____ (approved by curriculum leader)

5. **Interpersonal Skills:**

   a. To apply technology as an interpersonal tool.
   b. To coordinate and direct the efforts of others (mentoring, student teacher, etc.)
   c. To facilitate groups to accomplish established goals (i.e. committee chair)
   d. To motivate self and others (i.e. motivate and lead team)
   e. To develop and demonstrate personal leadership skills.

6. **Organizational and Leadership Skills:**

   a. To apply technology as an effective management tool.
   b. To seek out and apply for outside resources (i.e. grant writing)
   c. To collect data to use in planning and problem solving.
   d. To create conditions and environment for productive performance.
   e. To learn planning and organizational skills to improve self and others.
   f. To develop strategies to manage groups of people.
   g. To obtain skills for working with community members, colleagues, and/or supervisors.
   h. To implement specific strategies/programs to promote positive and improved student behavior.

7. **Skills to Meet the Special Needs of Students:**

   a. To learn how to adapt instruction to all skill levels.
   b. To apply technologies as effective intervention tools.
   c. To increase awareness about specific topics relative to the special needs of students (i.e. divorce, death, abuse, etc.)
   d. To improve knowledge of the needs of diverse populations.
   e. To develop a program which fosters respect for cultural diversity.
   f. To learn and apply ways of developing positive self-concepts in students.
   g. To develop and implement inclusion techniques for special education students.
   h. To understand differences in how students learn and provide instruction to accommodate such diversity.
   i. To understand how students learn and develop, and create opportunities for each student's academic development.

8. ## School District and / or Building-Specific Goals:

    a. To increase OGT and OAT scores by aligning curriculum, assessment, instructional strategies, and/or the use of technology.
    b. To undertake an endeavor or project to improve public perception of the school building and/or district.
    c. To develop a supportive mentoring program.
    d. To develop and enhance classrooms, building, and/or district communication tools.
    e. To accomplish a specific goal related to the district's strategic plan: _____

9. ## Community Partnerships:

    a. To develop programs / strategies to work with parent / family members, school colleagues, and community members to support student's learning and development.
    b. To undertake a study to become acquainted with community resources in order to utilize them effectively in current role.
    c. To establish a specific community partnership with my building and/or class.
    d. To develop a mentoring program utilizing a specific group of community members.

10. ## Administrative Skills:

    a. To apply technology as an effective administrative tool.
    b. To identify and follow through on a set of goals specific to the needs of my current assignment.
    c. To increase personal communication skills to be used by me with staff members.
    d. To research various management styles and employ the use of one; and to determine its effectiveness given my role.
    e. To develop a program to improve on strengths and address weaknesses based upon input from the self-assessment tool and those with whom I interact in my role; to implement the plan and determine its effectiveness.
    f. To develop an incentive program for use with my staff members: _____; to implement the program and determine its success.

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