Professional Growth Goal Form
MCPS Certified Staff

Name: _____   Date: _____

Administrator: _____

In the first year, the teacher established a minimum of one individual goal for each of the 6 Teacher Standards (also a principal-directed goal and/or a team-based goal may have been established. The Professional Growth Goal Form is used as follows:

1. The indicator under the standard is identified. (ex. 1.1)
2. The goal is stated under Action Plan
3. The goal's measurement is stated under Measurable Results.
4. The completed form is submitted to the supervisor/administrator no later than the 3rd Friday of September.
5. The goals are set in the Initial Goals Conference with the principal and reviewed/revised in the spring of the school year.

Goal Area	Action Plan	Measurable Results
Standard 1: Preparation and Content Knowledge Indicator **1.2**	1. I will identify and record the learning targets for each lesson in my plan book every week.	1. A recording sheet will be used to tally each week that I complete this goal.
Standards 2: Instructional Strategies Indicator **2.1**	1. Using MAP data, I will identify the areas that my students that have "holes" in their computation skills. I will plan a daily five that allows students to practice those skills. I will use progress monitoring to track their progress. 2. I will begin each lesson by stating the learning objective. 3. I need to improve in this area to facilitate using assessment of student learning in order to adjust instruction to meet the needs of students. Too often I have papers stacked, waiting to be corrected. Consequently, students are not aware of the degree of their "progress" and cannot strategize ways to improve. Parents also want this information in a timely manner.	1. An excel spreadsheet will be used to track the progress of students receiving additional practice in computation. 2. In my lesson plan book I will highlight the target after I have put it on the board. 3. Zangle reports will be current. Students will actively monitor their own learning. My lesson learning targets will reflect what we know students have learned and what needs remediation.
Standard 3: Environment for Learning Indicator **3.1**	1. I will integrate group work throughout the week to provide active engagement for all students.	1. Each month I will highlight the group strategy that was used in my classroom.
Standards 4: Student Assessment and Progress Monitoring Indicator_____	1. I will keep an intervention log in which I will keep notes about specific student difficulties, as well as interventions used and student progress towards proficiency. 2. I will work with at least 2 other subject-level colleagues to develop 3 alternative instructional strategies to address student skill deficits. 3. I will participate on my building-level Data Team to gain understanding and perspective that will help me develop	1. Intervention log kept 2. Core curriculum benchmark assessments in Earth Science will show increased student skill development. 3. Attend at least 2 meetings per month.

	reading interventions for my 4th grade class using our core reading program. 4. I will establish a spreadsheet to help me analyze the skill performance levels of my 8th grade art class which assesses their application of the 5 basic art forms. 5. I will participate on the follow-up social studies curriculum team to analyze the results of the second quarter benchmark tests and work with colleagues to refine 20benchmark questions that assess foundational social studies concepts and understandings.	4. Spreadsheet is established; skills analyzed. 5. Questions are developed and analyzed.
Standard 5: Collaborative Relationships Indicator_____	1. I will post a monthly class notes page on the school website that includes information about upcoming events, as well as content and skills we are covering at school.	1. Create a portfolio of the monthly class notes page.
Standard 6: Professional Responsibilities Indicator_____	1. I will invite a peer into the classroom to observe a lesson and use his/her feedback to improve my instruction.	1. Record the peer feedback in my plans and note the additional strategies I will implement.