

MENOMINEE INDIAN SCHOOL DISTRICT

537-Exhibit

PROFESSIONAL GROWTH PLAN FORMAT

Staff Member: _____ Position: _____

School/Building: _____ School Year: _____

Date: _____ Conference Administrator: _____

STEP ONE: BRAINSTORM YOUR PROFESSIONAL GROWTH

Consider - What are you already doing to grow professionally?
(i.e., attending conferences, integrating new or updated
curriculum, technology training, renewal courses, committee
work, etc.)

STEP TWO: NARROW DOWN YOUR OPTIONS

Consider - Based on your brainstorming list above, what would
you like to learn more about, change, or update?

STEP THREE: SET A PROFESSIONAL GOAL

Consider - What do I want to accomplish?

STEP FOUR: LIST OBJECTIVES FOR THE GOAL

Consider - Objectives are specific, measurable and observable behaviors that you will work toward to reach your goal listed in Step Three.

STEP FIVE: IDENTIFY RESOURCES

Consider - What do you need in order to accomplish your goals and objectives? This can include educational background or training, assistance or support from other faculty or supervisor, etc.

STEP SIX: CONFERENCE WITH SUPERVISOR DISCUSS PROFESSIONAL GROWTH PLAN (NO LATER THAN OCTOBER 30)

Questions to consider:

- a. Why is this focus important to me?
- b. How would you relate your knowledge to this area at the present time?
- c. At what level would you like to be performing in this area?
- d. What strategies would you like to try to help you realize growth?

STEP SEVEN: TRACK YOUR PROGRESS

Consider - What action have you taken? (List courses taken, curriculum changes, committee work, etc.)

STEP EIGHT: REFLECTION - ANSWER THE FOLLOWING QUESTIONS REGARDING YOUR PROFESSIONAL GROWTH PLAN

1. Summarize your impressions and progress toward your goal:

2. Reflect on what you have learned and describe ways you can apply this in your classroom or other educationally related areas:

STEP NINE: FINAL CONFERENCE WITH SUPERVISOR - DISCUSS ACCOMPLISHMENT OF GOAL, STRENGTHS, AND WEAKNESSES

SUPERVISOR'S COMMENTS:

Staff Signature: _____ Date: _____

Supervisor's Signature: _____ Date: _____

APPROVED: October 20, 2003