

EDUCATOR PROFESSIONAL GROWTH PLAN

Excellent schools begin with great school leaders and teachers. A strong body of evidence confirms that effective teachers are one of the most important school-level factors in student learning and effective leadership is an essential component of any successful school. The Fairfield Public Schools is committed to raising the overall quality of our teachers and administrators. The purpose of Fairfield's Educator Professional Growth Plan is to continuously improve teaching and learning by facilitating a culture of collaboration focused on professional learning. To accomplish this, supervision and evaluation must be a continuous, constructive and collaborative process among professional educators in a climate characterized by trust, support, clear expectations and the availability of appropriate resources and materials. We believe student achievement will improve because of the district's focus on teacher supervision, support and evaluation.

Our commitment to quality teaching calls us to set high standards for teacher performance, provide resources and training for professional growth, and use a model for teacher performance evaluation that focuses on the following objectives:

- Implementing a performance evaluation system that supports a positive working environment featuring communication between the educator and evaluator that promotes continuous professional growth and improved student outcomes.
- Promoting self-growth through a variety of opportunities such as goal setting, reflection, observations of practice, collaboration between educators and administrators and professional development plans that contribute to instructional effectiveness and overall professional performance.
- Providing timely, constructive feedback to teachers to improve the quality of instruction and ensure accountability for classroom performance and teacher effectiveness.
- Supporting teacher induction and professional development.
- Supporting collaborative teams and processes that contribute to successful achievement of goals and objectives defined in the school improvement plan.

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