

## Sample Individual Professional Development Plan (IPDP) Goals

### SMART Goals

Examples of SMART goals are provided below. We suggest that every educator include at least one broad SMART goal on their IPDP similar to the one below.

| RECOMMENDED SMART GOAL                |   |  |  |                                      |
|---------------------------------------|---|--|--|--------------------------------------|
| State the Action you will take        | Describe an Area of Focus for the Learning                          | Include the Rationale  | Add the Activities   | Predict a Completion Date (Optional) |
| <i>I will continue to learn about</i> | <i>current legislation, and best practices in special education</i> | <i>In order to provide quality education and be compliant with state and federal regulations</i> | <i>by participating in professional development in-services, webinars, and professional reading.</i> | <i>Ongoing</i>                       |

SMART goals should follow the general structure illustrated below.

| I WILL<br>(State the Action)  | SAMPLE AREAS OF FOCUS<br>(Ohio Standards for the Teaching Profession)  | RATIONALE<br>(Ohio Standards for Professional Development)  |
|---|--|---|
| <ul style="list-style-type: none"> <li>Acquire information on</li> <li>Analyze</li> <li>Become familiar with</li> <li>Become knowledgeable about</li> <li>Become proficient in</li> <li>Develop/design</li> <li>Enhance my understanding of</li> <li>Gain skills in</li> <li>Implement</li> <li>Incorporate</li> <li>Investigate</li> <li>Learn about</li> <li>Learn how to</li> <li>Mentor</li> <li>Participate in</li> <li>Research</li> <li>Study</li> </ul> | <ul style="list-style-type: none"> <li>How students learn and develop</li> <li>Identification, instruction and intervention for special populations</li> <li>Specific academic content</li> <li>Instructional strategies</li> <li>Interdisciplinary content</li> <li>Connection of content to life experiences and career opportunities</li> <li>Diagnostic, formative and summative assessments</li> <li>Analysis of data to monitor student progress and to plan, differentiate, and modify instruction</li> <li>Instructional design and delivery</li> <li>Resources to support learner needs</li> <li>Safe learning environment</li> <li>Strategies to motivate students to work productively and assume responsibility for learning</li> <li>Strategies to share responsibility with parents/caregivers to support student learning</li> <li>Collaboration with other educators on projects to promote student success</li> <li>Collaboration with community agencies to promote student success</li> <li>Positive impact on profession (e.g. mentoring another teacher)</li> </ul> | <ul style="list-style-type: none"> <li>Increased educator effectiveness</li> <li>Improved results for students</li> <li>Professional learning needs</li> <li>Student Learning Needs</li> <li>Improved content knowledge</li> <li>Develop leadership capacity</li> <li>Improved academic decisions</li> <li>Advocate for students</li> <li>Improved classroom environment</li> <li>Promote collaboration with other educators</li> <li>Better use of educational resources</li> <li>Improved capacity to analyze and interpret data to promote student success</li> <li>Improved capacity to assess student progress</li> <li>Promote professional growth</li> </ul> |

# Example Professional Development Growth Plan Steps

**Wisconsin Department of Public  
Instruction**



## **Example Professional Development Growth Plan Etpes:**

**Professional Development** Jack Rhoton, Patricia Bowers, 2001 There s got to be more to professional development than in service workshops This thoughtful book paves the way to change It shows the circumstances under which professional development has the most impact on student learning reviews programs that work and offers practical ideas about how professional development can sustain science education reform *Differentiating Professional Development for Teachers* Lisa Scites Allen, 2009 *Individual Professional Development Plans* Taryl M. Hargens, 2010 **Professional Development Planning** Paula W. Adams, 1997 *The Professional Growth Plan* Louisiana. Department of Education, 1994 This module is designed to prepare evaluators to work with teachers who have developed and implemented a professional growth plan p 1 **Personalizing Professional Growth** Bernadette Marczely, 1996 *The Professional Growth Plan* Jodi Peine, 2001-06-01 Formerly a SkyLight publication Author Jodi Peine offers practical step by step guidance to administrators and staff developers for designing implementing and sustaining a professional growth plan In *The Professional Growth Plan A School Leader s Guide to the Process* she defines and explains the roles and responsibilities of administrators and teaching staff demonstrating how participants in the process can set their own goals and develop their own action plans This resource breaks the professional growth plan process into manageable sections with reproducibles for the school leader and participant to use at every step **Why Can't We Get It Right?** Marsha Speck, Caroll Knipe, 2005-02-01 How can we use professional development to provide the best teaching and learning opportunities for all students Teachers who know their content and strategies can open a virtual toolbox and take out what they need to help all students become successful This revised and updated edition explains how educational leaders can design deliver and evaluate collaborative standards based professional development and contains Essential questions about high quality professional development Information on creating the culture for a learning community Conditions and processes for professional development Suggestions on designing your own model Tools for evaluating and rethinking professional development and learning Strategies for deepening a leader s impact on a standards based system **Professional Development Plan** Deborah Mahaffey, Wisconsin. Department of Public Instruction, 2005 **Strategies for Designing, Implementing, and Evaluating Professional Development** Sue Beers, 2007 Whether you re already an expert staff developer or you re taking on this role for the first time here s a reliable toolbox that helps you plan implement and evaluate professional development from stand alone workshops to comprehensive systemwide programs The binder guides you through the process of identifying the need for professional development determining the components to include in your plan and selecting the best tools to accomplish your goals More than 90 tools are included in the binder to help you Create a vision and definition of professional development for your learning community Establish a common understanding of your professional development program s content and results Solve time logistics and sequencing issues Design and implement professional development

tasks and activities that align to school and district goals Measure your progress and reflect on individual and group improvement Evaluate the impact of professional development and sharing your success Because the needs of your school or district are unique this is the ideal tool for developing a customized plan that leads to a successful and effective professional development program Publisher Professional Development Manual Sonia Blandford,2004 Whether you are a practitioner or manager the Professional Development Manual 3rd edition will provide you with guidance and advice on how to plan and evaluate successful staff development in schools The manual presents you with practical solutions to real problems relating to the management of professional development It sets out to provide you with knowledge and understanding of professional development theory and practice and recommends courses of action to deliver results

**Understanding the Importance of Professional Development: How Ongoing Training and Education Benefit Career Growth** Namaskar Books,2024-11-27 Understanding the Importance of Professional Development highlights how ongoing training and education benefit career growth The book emphasizes the need for continual learning to stay relevant in today s fast changing job market It explores the different forms of professional development including workshops certifications and mentorship and how they contribute to skill enhancement job advancement and increased confidence Readers will learn how to create a personalized professional development plan that aligns with their career goals and helps them remain competitive in their industry

**Planning Continuing Professional Development** Frankie Todd,2020-04-23 Continuing professional development CPD aims to maintain or improve the quality of professional performance So far it tends to have been designed for specific professional groups such as teachers doctors architects or engineers Approaches as a result have often been local separatist or idiosyncratic in nature This book first published in 1987 argues that CPD designers should consider strategies used for professional groups other than their own This title will be useful to anyone with a responsibility for developing and implementing courses and also to practitioners themselves as well as to students of business studies

*Professional Development* Sally J. Zepeda,2012 This comprehensive and authoritative book serves as the road map to your school s professional development journey Written for principals professional development directors other district leaders and teacher leaders Professional Development What Works shows you how to plan and implement programs that promote teacher growth Full of helpful case studies useful resources and templates this book guides you in creating an effective job embedded professional development program that moves ideas to action Special Features in this Revised Edition Revised discussion on supporting and providing learning opportunities for adults New Cases from the Field and Notes from the Field amplify best practices and serve to narrow the gap between research and practice Updated and expanded coverage of professional job embedded learning help leaders keep pace with advancements Suggested readings support digging deeper into topical areas found within the chapters

**Professional Development Plan - Professional Educator Toolkit** Wisconsin Department of Public Instruction,2007-01-01 A Guide for Career Development Practitioners Beverly L. Kaye,1985 *Solving the*

*Professional Development Puzzle* Robert M. Sherfield, Patricia G. Moody, 2009 Written in an engaging common sense step by step tone Solving the Professional Development Puzzle addresses many issues facing graduates in today's ever changing demanding workplace From working in a global economy to dining with class and grace to constructing a powerful error free resume and cover letter to interviewing with confidence and accuracy this text offers a plethora of activities advice examples and suggestions for developing a power job search plan Strong coverage of ethics and character development is included as well as a detailed chapter on financial management in the transition for college to the world of work including advice on buying a car avoiding credit card debt to avoiding pay day and car title loans The text addresses the topics of professional presence and dress avoiding workplace landmines and becoming a leader in one's chosen profession Cover description

An Examination of the Value of the Professional Development Portfolio Sharon Stottsberry Graves, 1996 Professional Development Plan Deborah Mahaffey, Wisconsin. Department of Public Instruction, 2005 Professional Development Program Critical Questions Skills Assessment Gerardus Blokdyk, 2022-09-10 You want to know how to link content development and program evaluation to overall organization strategy In order to do that you need the answer to do you have a training program or a development plan for your employees The problem is how will the Professional Development Program skills data be analyzed which makes you feel asking what Professional Development Program skills data will be collected We believe there is an answer to problems like how will you ensure that program development strengthening is sustainable We understand you need to take a forward looking perspective in identifying Professional Development Program skills research related to market response and models which is why an answer to how will program development strengthening be financed is important Here's how you do it with this book 1 Determine the key elements that affect Professional Development Program skills workforce satisfaction how are these elements determined for different workforce groups and segments 2 Reduce the costs of delivering development programs 3 Involve external customers in the development of the scope schedule and costs So who is the Professional Development Program skills process owner This Professional Development Program Critical Questions Skills Assessment book puts you in control by letting you ask what's important and in the meantime ask yourself what would happen if Professional Development Program skills weren't done So you can stop wondering how would you define Professional Development Program skills leadership and instead measure the impact of your talent development program This Professional Development Program Guide is unlike books you're used to If you're looking for a textbook this might not be for you This book and its included digital components is for you who understands the importance of asking great questions This gives you the questions to uncover the Professional Development Program challenges you're facing and generate better solutions to solve those problems INCLUDES all the tools you need to an in depth Professional Development Program Skills Assessment Featuring new and updated case based questions organized into seven core levels of Professional Development Program maturity this Skills Assessment will help you identify areas in which Professional Development

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b x 22 you can use the equation  $5x + 27 = 83$  to represent the given information add 27 to each side of the equation to get  $5x = 110$  and then divide each side by 5 c answers will vary sample answer if you add 6 to 9 times the mystery number you get 87 the mystery number is 9 12 a x 3 b x 10 3 c x 4 d x 10 13

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3 d x 5 e x 5 note students may have various strategies for solving  $3x + 5 = 20$  such as using fact families  $3 \times 5 = 20$  so  $3 \times 20 = 5$  if  $3 \times 15$  then  $x = 15 - 3$  using an undoing metaphor begin with  $3 \times 5 = 20$  subtract 5 from each side and then divide by 3 on each side using properties of equality

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