

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

Example Professional Development Growth Plan Etpes

**Deborah Mahaffey, Wisconsin.
Department of Public Instruction**



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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 *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 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 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 **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 *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. **An Examination of the Value of the Professional Development Portfolio** Sharon Stottsberry Graves, 1996 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 Plan Deborah Mahaffey, Wisconsin. Department of Public Instruction, 2005 *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 **A Guide for Career Development Practitioners** Beverly L. Kaye, 1985 Professional Development Plan - Professional Educator Toolkit Wisconsin Department of Public Instruction, 2007-01-01 **Planning and Organizing Personal and Professional Development** Chris Sangster, 2017-07-05 Chris Sangster's book is a practical step by step guide to personal and professional development that covers the strategy techniques and philosophy behind the process Lifelong learning the shift from trainer centred delivery to learner centred development and the opportunities provided by new technologies place considerable onus on individuals to take responsibility for their own learning This guide will help trainers and facilitators to enable learners to do just that There are at least three different participants involved in any meaningful and sustainable process of personal development at work the learner his or her line manager and mentor's and the training or development support function Chris Sangster provides a route map for each of these three roles He offers a simple compelling triangular model to illustrate the interaction of each and places particular emphasis on learning outcomes as opposed to inputs focusing attention and objective measurement on learning that manifests itself through application achievement and changes in behaviour Whether you are looking for a complete and holistic process for developing your people or a highly readable guide to unravelling the myths of development such as the confusion between personal and professional development this book has it all

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