

## INDIVIDUAL PROFESSIONAL DEVELOPMENT PLAN: GOALS IDENTIFICATION GUIDE

To the Educator: This *Goals' Identification Guide* is provided to assist you in identifying goals that may help you to maximize your professional potential capacity to serve your students, your district, and the community within which you work. It is a guide and is not intended to be all-inclusive. You are encouraged to develop goals that reflect those needs that will help you, your students, and your school district achieve excellence.

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### 1. Content Knowledge

- 1.1 To learn how to apply techniques as effective content tools
- 1.2 To enhance professional knowledge (psychologists, speech therapists, treasurers, etc.)
- 1.3 To increase teaching area knowledge (elementary, art, English, mathematics, etc.)
- 1.4 To develop teaching/learning units which promote student knowledge growth in my discipline
- 1.5 To work with colleagues in ways that help to integrate my discipline within the school

### 2. Professional Ethics

- 2.1 To learn about and integrate educational theory/philosophy within my teaching strategies
- 2.2 To learn more about the community(ies) in which I serve
- 2.3 To learn and apply new ways of improving race relations among students/faculty/community
- 2.4 To gain knowledge of where and how to acquire information to exceed my job responsibilities
- 2.7 To maintain knowledge of current local/county/state/national educational policies and issues

### 3. Assessment and Evaluation Skills

- 3.1 To learn how to apply technologies as effective assessment tools
- 3.2 To learn how to apply assessment data to instruction
- 3.3 To learn how to construct effective evaluation instruments
- 3.4 To learn how to expand the number and types of assessment tools I use
- 3.5 To learn how to interpret test scores
- 3.6 To learn how to better teach test-taking skills
- 3.7 To learn more about proficiency, competency and/or standardized testing purposes and creation

### 4. Instructional Methodology

- 4.1 To learn how to apply technologies as effective teaching and learning tools
- 4.2 To learn how to improve student reading skills
- 4.3 To learn how to foster students' higher-order thinking skills
- 4.4 To learn how to facilitate student self-teaching and cooperative learning
- 4.5 To learn how to teach students to solve problems using existing knowledge and tools
- 4.6 To learn how to teach across many disciplines
- 4.7 To learn teaching methods that promote increased student achievement
- 4.8 To gain knowledge of how to adapt instruction to the individual needs of all students

### 5. Communications Skills

- 5.1 To learn how to apply technologies as effective communications tools
- 5.3 To enhance (oral) expressive language skills (of self, students, parents, peers, others)

- 5.4 To enhance written expression skills (of self, students, parents, peers, others)
- 5.5 To improve nonverbal communication skills
- 5.6 To learn ways to increase parental involvement in parent-teacher conferences

## **6. Interpersonal Skills**

- 6.1 To learn how to apply technologies as effective interpersonal tools
- 6.2 To learn how to coach others to achieve and succeed
- 6.3 To learn how to coordinate or direct the efforts of others
- 6.4 To learn how to encourage the involvement of others
- 6.5 To learn how to facilitate groups (students, peers, others) to accomplish established goals
- 6.6 To learn how to motivate myself and others

## **7. Management and Administrative Skills**

- 7.1 To learn how to apply technologies as effective management tools
- 7.2 To learn how to apply available resources to school improvement
- 7.3 To learn how to collect data to use in planning and for problem solving
- 7.4 To learn how to create conditions and environments that foster productive performance
- 7.5 To learn how to establish a vision that improves performance of myself and others
- 7.6 To learn planning and organizational skills that improve myself and others

## **8. Skills to Meet the Needs of Students with Special Needs**

- 8.1 To learn how to apply technologies as effective intervention tools
- 8.2 To learn how to adapt instruction to all skill levels
- 8.3 To learn how to increase my awareness of strategies to address specific educational needs
- 8.4 To learn how to sensitize all students to the needs of individuals
- 8.5 To understand social/emotional needs of students and others

## **9. School District and/or Building Goals**

- 9.1 To learn how to apply technologies as effective teaching and learning tools
- 9.2 To learn how to improve proficiency scores