**Reflective Practice, Student Growth, and**

**Professional Growth Planning Template**

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| **District Leader** |  |
| **Department** |  |

**Part A: Reflection on the Standards**

*Reflect on the effectiveness and adequacy of your practice in each of the performance standards. Provide a rating (I = Ineffective; D = Developing; A = Accomplished; E=Exemplary) on each performance standard and list your strengths and areas for growth.*

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| **Standard** | **Self-Assessment** | **Strengths and areas for growth** |
| **1. Instructional Leadership***The district leader fosters the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to student academic growth and school/district improvement.* | [ ] I | [ ] D | [ ] A | [ ] E |  |
| **2. School Climate***The district leader fosters the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school/district climate for all stakeholders.* | [ ] I | [ ] D | [ ] A | [ ] E |  |
| **3. Human Resource Management***The district leader fosters effective human resources management by assisting with selection and induction, and by supporting, evaluating, and retaining quality instructional and support personnel.* | [ ] I | [ ] D | [ ] A | [ ] E |  |
| **4. Organizational Management***The district leader fosters the success of all students by supporting, managing, and overseeing the district’s/department’s organization, operation, and use of resources.* | [ ] I | [ ] D | [ ] A | [ ] E |  |
| **5. Communication and Community Relationship***The district leader fosters the success of all students by communicating and collaborating effectively with stakeholders.* | [ ] I | [ ] D | [ ] A | [ ] E |  |
| **6. Professionalism***The district leader fosters the success of all students by demonstrating professional standards and ethics, engaging in continuous professional learning, and contributing to the profession*. | [ ] I | [ ] D | [ ] A | [ ] E |  |

Examine additional relevant data sources to make an informed decision on growth needs. Select an area of growth from the above self-reflection to focus your professional growth goals.

**Part B: Local Student Growth (Optional for 2015-16 school year)**

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| **Local Student Growth Goal Statement** |  |
| **Process or Rubric for Determining High, Expected or Low Growth** |  |
| **Student Growth Plan***This plan will outline what the* ***associate superintendent/director*** *will do to impact the student growth goal.* *This plan should be different than the strategies/activities listed in the CDIP.* |
| **Strategies/Actions** What strategies/actions will I need to do in order to assist my school in reaching the goal?How will I accomplish my goal? | **Resources/Support**What resources will I need to complete my plan?What support will I need? | **Targeted Completion Date**When will I complete each identified strategy/ action? |
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**Part C: Connecting Priority Growth Needs to Professional Growth Planning**

**Professional Growth Goal: Answer all THREE questions to develop your goal.**

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| **What do I want to change about my practices that will effectively impact student learning?** |  |
| **How can I develop a plan of action to address my professional learning?** |  |
| **How will I know if I accomplished my objective?** |  |

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| **Connection to Standards** |
| The Associate Superintendent/Director should connect the PGP Goal to the appropriate performance standard and list that standard below. |
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| **Action Plan** |
| **Professional Learning**What do I want to change about my leadership or role that will effectively impact student learning?What is my personal learning necessary to make that change? | **Strategies/Actions** What will I need to do in order to learn my identified skill or content?How will I apply what I have learned?How will I accomplish my goal? | **Resources/Support**What resources will I need to complete my plan?What support will I need? | **Targeted Completion Date**When will I complete each identified strategy/ action? |
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| **Administrator’s Signature:** | **Date:** |
| **Superintendent’s Signature:** | **Date:** |

**2) On-going Reflection:** Complete this section at mid-year to identify progress toward each Student Growth and Professional Growth Goal

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| **Growth Goals-Review** |
|  (Describe goal progress and other relevant data.) | Mid-year review conducted on\_\_\_\_\_\_\_\_ Initials \_\_\_\_\_\_ \_\_\_\_\_\_ Evaluatee/Evaluator  |

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| **Date** | **Status of Growth Goal(s) – SGG,PGP** | **Revisions/Modifications of Strategies or Action Plans** |
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| **Administrator’s Signature:** | **Date:** |
| **Superintendent’s Signature:** | **Date:** |

**3) Summative Reflection:** *Complete this section at the end of the year to describe the level of attainment for each Professional Growth Goal*

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| **Date:** | **End of Year Student Growth Reflection:** |
| **End-of-Year Data Results** (Accomplishments at the end of year.) | [ ] Data attached |
| **Date:** | **End of Year Professional Growth Reflection:** |
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| **Next Steps:** |
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| **Administrator’s Signature:** | **Date:** |
| **Superintendent’s Signature:** | **Date:** |