Southgate Independent School District

Individual Professional Growth Plan

Name: Greg Duty   **School Year: 2018-19**

Identified/District Improvement Plan goal and/or Objective:

Present Professional Development Stage O=Orientation/Awareness A=Preparation/Application I=Implementation/ Management R=Refinement/Impact	Growth Goal /Objective (Individual Growth Plan must align with specific goals and objectives of school/district improvement plan). **SMART** (Specific, Measureable, Action, Realistic, Time)	Procedure and Activities for Achieving Goal and Objective	Expected Impact	Target Dates for Completion/ Review
1. A, I	1. Preparation and implementation of district-wide literacy initiatives including common instructional practices, events, grant objectives, etc. that support the CSIP/CDIP goals for the 2018-2019 school year.	SRCL and IAL Grant Work, Leadership/PLC Meetings, PD Plan, CSIP/CDIP Collaboration Meetings, Regional Meetings, State Meetings, One to One Reading Program, One to One Technology, Book Drives, and Literacy Night Events	Increase in student achievement/ growth & student/parent engagement throughout the 2018-2019 school year	June 2019
2. I, R	2. Implement and refine a district marketing/communication plan that shares the district's successes, needs, events, and celebrations while identifying with all stakeholders in an effort to increase involvement, pride, and support for the district's initiatives.	Articles, All-call system, Social Media, Community Partnerships, Visibility, New Website, Meetings, Emails, Presentations, Volunteers, and Apparel will be utilized.	Teachers, Parents, Community Members, Prof. Org., & all other stakeholders will be more aware of the needs and positive impacts of the district.	June 2019

Employee's Comments:

Supervisor's Comments:

Individual Growth Plan Developed:	Status: □ Achieved □ **Revised** □ Continued
_____ _____ (Employee's Signature) (Date)	_____ _____ (Employee's Signature) (Date)
_____ _____ (Supervisor's Signature) (Date)	_____ _____ (Supervisor's Signature) (Date)

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