

## Professional Growth Plan Script

Hello!

I am Theresa Axford, Executive Director of Teaching and Learning for Monroe County Schools

And

I am Holly Hummell-Gorman, President of United Teachers of Monroe

Holly: The purpose of this joint video is to create a common understanding of the Professional Growth Plan for Instructional staff throughout the district.

Terri: Professional Growth Planning is a process of self-directed inquiry focused on what teachers need to learn and do to improve their practice, resulting in improved student learning.

Holly: In this process, teachers identify the areas in which they will grow professionally throughout the school year. In order to identify your areas of focus, you must choose between the following three options; Review of student data, collaboration with principal/supervisor, or annual evaluation from the prior year (if you have one.)

Terri: There are two goals required for the Professional Growth Plan; one goal should be related to student achievement, the other related specifically to a component of the Danielson

Rubric that the teacher would like to improve. New Teachers to the district will complete the Induction Module relating to Danielson to prepare them for the observation/evaluation.

Holly: A valuable professional growth plan is one that engages teachers in significant new learning of a skill or skills related to one's responsibilities. Preparing a meaningful professional growth plan requires the ability to self-assess, analyze teaching practice, use the proper resources available to learn more about the practice of teaching, and the discipline to engage in activities that will improve teaching practice.

Terri: The Monroe County School District has many resources available to teachers to support the development of the Professional Growth Plan; some of these are: test results, like FCAT, PSAT, SAT, AP Tests, results of Progress monitoring, such as STAR Reading and Math, Performance Matters for Science progress monitoring in grades 5 and 8, and FAIR results. Along with unit tests and other measure that are used in our district adopted instructional program.

Holly: To acquire Professional Development, teachers can access numerous videos, seminars and webinars available from PD 360; there are also a variety of District Professional Development Offerings available through MyLearningPlan. You can also work in a PLC, book study group, or volunteer for a lesson study group.

Terri: The activities of the plan will be worked on individually and then be discussed collaboratively, resulting in improved classroom practice and enhanced student learning.

Holly: A teacher may collaborate with their PLC community to work together towards developing a common PGP goal and share how the newly implemented teaching practice was utilized in their classroom, along with evidence of the process being used with students in the classroom, the outcomes, and reflection for improvement in the future. Or, a teacher may share a newly designed teaching practice with the entire faculty; it can also be shared through a collaborative community in PD360.

Terri: The act of sharing and impacting the practice of other teachers can be documented through a variety of ways that are specified in the PGP, for instance, a faculty agenda where your strategy is shared or the minutes from the PLC are good examples of sharing your work with a broader community.

Holly: The Professional Growth Plan should be considered a working document. Throughout the school year, the document should be revised to show the changes that are being made in practice to reflect the teacher's journey. If changes aren't deemed necessary- the reasoning for that decision made between the administrator and the instructional staff member

should be documented as well. All of these changes and the Principal's feedback will be documented in MyLearningPlan.

Terri: Your PD contact will explain the process for submitting your PGP along with the procedures for making revisions and resubmitting the document to your principal. This can occur several times throughout the school year.

Holly: It is important to note that although the goal of the plan is improved student achievement as well as improved professional practice, a teacher will be rated for the enhancements to practice that occur even if specific student achievement targets are not met.

Terri: State law (F.S. 1012.98) specifies that the purpose of the professional development system is to increase student achievement, enhance classroom instructional strategies that promote rigor and relevance throughout the curriculum, and prepare students for continuing education and the workforce.

Holly: The Professional Growth plan aligns the teacher's professional development that occurs during the completion of the plan to the statute by requiring that the classroom instructional strategies that are incorporated be documented. Additionally, student learning outcomes that occur should be evidenced by the student data that is gathered and analyzed throughout the course of the plan.

Terri: Thank you for watching this video. We hope that your

experience with the PGP is enhanced by the information that we have shared.

Holly: The text of this video will also be available for your convenience. Thank you.