TESS Professional Growth Plans

Revised 2014
How Ratings Are Determined

Professional Practice

Performance Rating: Observations; Artifacts/Evidence; Professional Growth Plan

Overall Summative Rating

Student Performance

Student Growth
Purpose of the Professional Growth Plan

✓ Acquire new knowledge/skills
✓ Apply new knowledge/skills
✓ Enhance reflective practice
✓ Contribute to the professional learning community
✓ Impact student achievement
Professional Growth Plan Requirement

• A major component of TESS
• Identifies professional learning outcomes to advance the teacher’s professional skills
• Clearly links professional development activities and the teacher’s individual professional learning needs identified through the evaluation process
• Plan requires at least ½ of the professional development hours required by law or rule are related to one or more of the following:
  – Teacher’s content area
  – Instructional strategies applicable to the teacher’s content area
  – The teacher’s identified needs
AR Teacher Excellence Support System (TESS) Professional Growth Plan

**STEP 1 – Targeted Area for Growth:**
Discuss your self-evaluation results, performance evaluation results, and your relevant student learning data. From this information, determine your targeted area for growth, based on the appropriate evaluation framework.

- **STEP 1: Identify Target Area!**
  - Review evaluation data
  - Complete self-assessment
  - Analyze relevant student data
  - Determine your area of focus to target your professional growth.

**STEP 2 – Aligned TESS Domain/Component(s):**
Align your Targeted Area of Growth (Step 1) with TESS Domains and Components.

- Domain:
- Component(s):

**STEP 3 – Professional Growth Goal:**
Based on your Targeted Area of Growth (Step 1), and the selected TESS Domain and Component(s) (Step 2), write a specific Professional Goal that you want to achieve.

- Goal:
### AR Teacher Excellence Support System (TESS)
#### Professional Growth Plan

**Educator’s Name**

**School**

**Year**

**Directions:** Please refer to the appropriate TESS Rubric when completing this Professional Growth Plan. These steps will be repeated for each Professional Growth Goal.

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- **STEP 2:** Align the target to the framework!
  - Align with the appropriate Framework for Teaching Domain(s) and Component(s)
  - Select Components or Elements that target YOUR learning or growth needs!

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| STEP 3 – Professional Growth Goal: | |
|----------------------------------| |
| Based on your Targeted Area of Growth (Step 1), and the selected TESS Domain and Component(s) (Step 2), write a specific Professional Goal that you want to achieve. | |

- **STEP 3:** Set Actionable Goals!
  - Review target areas and aligned TESS domains/components
  - Review the performance levels on the rubric to identify proficient/distinguished practice
  - Write goals to achieve desired improvement
### Step 4 – Professional Growth Goal Plan:
Write the steps you will follow to ensure that you reach your Professional Growth Goal (Step 3). Include the professional learning activities in which you will engage and a timeframe for each step.

### Step 5 – Implementation and Monitoring:
Create your Theory of Action based on what you are learning from implementing your Professional Growth Goal Plan (Step 4).

<table>
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<th>Implementation Strategies</th>
<th>Results Indicators</th>
<th>Sources of Data to Monitor</th>
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<td>If I take the following actions</td>
<td>Then I will see the following change in my practices</td>
<td>Data source(s)</td>
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Then I expect to see my students

Data source(s)
**Step 5: Monitoring Implementation:**
- As you implement action steps, document what you are learning as you take identified actions
- Record the results that you see based on your actions and also the actions of your students
- Identify the data from where you are seeing results of your actions
AR Teacher Excellence Support System (TESS)
Professional Growth Plan

Step 6: Reflection:
Analyze the progress that you are making toward the accomplishment of your Professional Growth Goal (Step 4). If progress is not being made, revisit your professional growth plan and make the necessary adjustments.

- Step 6
  - Review progress using observation results, artifacts or evidence from teacher and student work
  - Discuss any necessary changes to goals
  - Celebrate SUCCESS!

Our signatures below confirm we have met and established a professional growth plan for the upcoming school year.

A copy of this form as well as the Professional Growth Plan will be kept in the educator's evaluation file for future reference.

Educator Name: ________________________________

Signature: ______________________________________ Date: ____________________________

Principal/ Designee Signature: __________________________ Date: _________________________

Revisions and Updates:
Date: ______________________________

Date: ______________________________
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Professional Growth Plan

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TESS Intensive Growth Plans

Revised 2014
Intensive Support Status

✓ Novice, probationary and non-probationary teachers may be placed in Intensive Support Status based on a summative evaluation (Ark. Code Ann. § 6-17-2807).

✓ A teacher is placed in Intensive Support Status if the teacher has a rating of Unsatisfactory in any one entire teacher evaluation domain of the evaluation framework, or if the teacher has a rating of Unsatisfactory or Basic in a majority of the components in the teacher evaluation framework.
Intensive Support and Professional Development Rules

• Teachers in Intensive Support Status must use all professional development hours required by rule or law to address their identified needs.
Intensive Support Timeline

• In cases where educators require intensive support to improve their practice, TESS provides a timeline for intervention
  – No more than two semesters unless the educator has demonstrated significant progress within that time period.

• Evaluators shall notify the superintendent of an educator in Intensive Support Status who does not accomplish the goals and complete the tasks established for the Intensive Support Status during the given period.

• Upon review and approval of the documentation, the superintendent shall recommend termination or non-renewal of the teacher’s contract.
Intensive Growth Plan

• Similar format to the PGP with the following exceptions
  – Goals are prescribed by evaluator based on educator’s performance and relevant student data
  – More frequent monitoring of progress
  – More documentation of monitoring and progress
Questions?  
Please contact:  

Ivy Pfeffer  
ivy.pfeffer@arkansas.gov  

Becky Gibson  
Becky.gibson@arkansas.gov  

Please check the ADE TESS Website often for updates!