TESS Professional Growth Plan

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| **Administrator:** | **Observer:** |
| **Rating Status:**   * Novice Educator - Formative Year 1 * Novice Educator - Formative Year 2 * Novice Educator - Formative Year 3 * Career Educator -Summative Year * Career Educator – Formative Year 1 * Career Educator – Formative Year 2 * Career Educator – Formative Year 3 |  |

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Administrator Signature Date Observer Signature Date

DESE.Educator Effectiveness.Aug, 2019

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| |  |  |  | | --- | --- | --- | | **Professional Growth Goal** | | | | **Reflecting on current performance, what are your areas of strength?** | |  | | **Reflecting on current performance, what are your areas of strength?** | |  | | **Which rubric indicator(s) does this goal align with?** | | |  |  | | --- | --- | | **Domain 1: Planning and Preparation** | **Domain 2: The Classroom Environment** | | 1a – Demonstrating Knowledge of Content and Pedagogy | 2a – Creating an Environment of Respect and Rapport | | 1b – Demonstrating Knowledge of Students | 2b – Establishing a Culture for Learning | | 1c – Setting Instructional Outcomes | 2c – Managing Classroom Procedures | | 1d – Demonstrating Knowledge of Resources | 2d – Managing Student Behavior | | 1e – Designing Coherent Instruction | 2e – Organizing Physical Space | | 1f - Designing Student Assessments |  | | **Domain 4: Professional Responsibilities** | **Domain 3: Instruction** | | 4a – Reflecting on Teaching | 3a – Communicating with Students | | 4b – Maintaining Accurate Records | 3b – Using Questioning and Discussion Techniques | | 4c – Communicating with Families | 3c – Engaging Students in Learning | | 4d – Participating in a Professional Community | 3d – Using Assessment in Instruction | | 4e – Growing and Developing Professionally | 3e – Demonstrating Flexibility and Responsiveness | | 4f - Showing Professionalism |  | | | **What specifics will help you know you’ve reached your goal?** | |  | |  | **How will you monitor progress?** |  | |  | **How will you know when you’ve achieved your goal?** |  | | **What data will you use to measure progress?** | |  | | **What types of resources or supports do you need to complete this goal?** | |  | |  | **What will you do?** |  | |  | **What will others Do?** |  | |  | **How will these steps help you accomplish your goal?** |  | | **How is this goal relevant to you and your students?** | |  | | **When will you collect data?** | |  | |

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| PGP Review Check-in Mid-Year End of Year | | Meeting Date: |
| Professional Growth Goal: | | |
| Goal steps or actions taken/achieved since previous meeting: | | |
| Progress  Continue Goal  Next Meeting Date: | Next Steps: | |
| Progress  Goal Achieved  What steps will you take to ensure this work is continued and becomes the way things are done at your school/district? | Next Steps: | |

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