Teacher Development Plans: At a Glance

INDIVIDUAL PROFESSIONAL DEVELOPMENT PLANS (IPDP)

Prior to Building an IPDP

Teacher and appraiser may consider:

- **Teacher’s prior performance**, which includes all areas of the teacher’s prior appraisal that address Instructional Practice, Professional Expectations, and Student Performance.

- **Appraiser knowledge of teacher’s performance**, which includes evidence of the teacher’s past instructional practice and professionalism.

- **Teacher self-reflection**, on his/her work and practice.

Building the IPDP

Teacher prepares each section below OR teacher and appraiser discuss each section below:

- **Focus Area(s)**, drawn directly from the Instructional Practice or some of the Professional Expectations criteria

- **Professional Learning Target(s)**, aligned to the Focus Area(s)

- **Professional Learning Activities**, aligned to the Professional Learning Target and with a **projected date for completion**

- **Support to Achieve Professional Learning Target**, provided by the appraiser

- **Evidence of Accomplishment**, of the Professional Learning Target

After Building the IPDP

Teacher and appraiser must complete and sign the IPDP.

- **If the IPDP is completed during the Goal Setting Conference**, then it must be complete and signed by October 7, 2011

Modifications: IPDP may be amended at any point in the year based on teacher’s progress toward focus area(s).
# PRESCRIPTIVE PLAN FOR ASSISTANCE (PPA)

## Prior to Building a PPA

**Appraiser** may consider:

- Teacher’s prior performance, which includes all areas of the teacher’s prior appraisal that address Instructional Practice, Professional Expectations, and Student Performance.

- Appraiser knowledge of teacher’s performance, which includes evidence of the teacher’s instructional practice and professionalism.

## Building the PPA

**Appraiser** prepares each section below:

- Focus Area(s), drawn directly from the Instructional Practice or some of the Professional Expectations criteria

- Professional Development Target(s), aligned to the Focus Area(s)

- Professional Learning Activities, aligned to the Professional Development Target

- Action Steps, includes all actions the teacher takes to effectively implement learning from a professional development activity
  - Supports to Achieve Action Steps provided by the appraiser
  - Check-in Date set by the appraiser helps monitor the teacher’s progress towards implementing learning from a professional development activity
  - Status of Action Step is used to track a teacher’s progress
  - Next Steps will only be completed if Action Step not met

- Evidence or Lack of Change in Teacher Behavior/Student Behavior/Outcomes, includes information from observations or walkthroughs after the teacher has successfully completed all action steps

- Outcome of Professional Development Activity/Rationale, includes the appraiser’s determination of whether the Professional Development Activity was met and the appraiser’s rationale

## After Building the PPA

Teacher and appraiser must sign the PPA.

- **If the PPA is initiated during the Goal Setting Conference**, then it must be completed and signed by October 7, 2011

- **If the PPA is initiated after the Goal Setting Conference, then the IPDP is put aside until the PPA is completed.**

**Modifications**: PPA may be amended at any point in the year based on teacher’s progress toward focus area(s).