



HESD Individualized Learning Plan

The Individualized Learning Plan (ILP) serves as a road map for your induction work and provides guidance to your mentor so that support may be individualized to meet your needs. Work with your mentor, administrator and Induction Program Staff to develop the ILP throughout the school year. Your teaching assignment should provide the appropriate context for the development of the ILP and should reflect development towards reaching your professional interests and goals, growth in the CSTP's and in student learning. Within the first 60 days, your mentor will assist you in developing your professional growth goals. The ILP will not be used as part of the evaluation process.

CANDIDATE PROFILE

Candidate Name:	School:	Teaching Assignment/Grade Level:
Mentor:	Site Goal:	
Professional Goal (CSTP based):	Program Year: <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> ECO	Credential Type(s): <input type="checkbox"/> Gen Ed Mult Subj <input type="checkbox"/> Gen Ed Single Subj <input type="checkbox"/> Ed Spec M/M <input type="checkbox"/> Ed Spec M/S

INQUIRY

Note: The gray boxes are for Mentor comments.

1. What is your inquiry focus?	
<p>Write a short description of the background information to your dilemma or problem. Then write your dilemma as a question; e.g., How can I use <u>(instructional solution)</u> in my <u>(identify group of students)</u> to raise performance in <u>(student learning goal)</u>.</p>	
<p><i>Background Information for Dilemma or Challenge. What area of your inquiry do you want to focus on and why?</i></p>	<p><i>Mentor Comments:</i></p>



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2. What CSTP (s) relate to my inquiry focus? *(from CSTP)*

3. If you are able to accomplish what you described above, (identified above in #1-2), what do you expect will be the outcome for you, as a teacher?

4. What are my goals for student learning/outcomes? **Include data! (e.g. Pre/Post, current scores-desired results, etc.)**

State your outcomes in a way that is measureable-include data and assessment type.

5. What steps will I take and **what resource(s) do I need** to meet my goals?

This section should include attending your PDs, observing teachers, meeting with Mentor, collaborating with colleagues, etc.



Describe FIVE resources used for this inquiry. Three different types of resources must be used.

6. (Fill in after your inquiry) How did I apply the new information/learning to my teaching practice?

Should correspond with #5(e.g. If you attend any specific training, what do you plan to apply from that training to your practice/teaching?)



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<p>#1. Date of research:</p> <p>#2. Date of research:</p> <p>#3. Date of research:</p> <p>#4. Date of research:</p> <p>#5. Date of research:</p>	
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<p>7. What potential hurdles, strategies or concerns do you foresee? What did you try and it didn't work? What support do you think you will need in order to be successful as you move through your inquiry?</p>	<p><i>Mentor Comments:</i></p>
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<p>8. Administrator Input: Meet with an administrator at your site. Share your goals and plan with the administrator, be sure to discuss how your goals align with your school site focus?</p> <p>Complete the Site Administrator Collaborative Meetings Form</p> <ul style="list-style-type: none">• Upload by September 30, 2019• Upload by April 24, 2020
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Site Administration Collaborative Meetings Form

SHARING YOUR INDIVIDUALIZED LEARNING PLAN – Collaboration Meeting to be Scheduled Within the First 30 Days of School

Upload by September 30, 2019

Directions for Sharing Your Individualized Learning Plan:

- Schedule a 15-minute meeting with your site-administer.
- Share your ILP Goals taking into consideration any feedback provided.
- After sharing your ILP Goals, the site-administrator will share any **support opportunities** and/or **resources available to help you achieve your goals.**

Directions for Site Administrator: Induction Candidates have developed an Individualized Learning Plan which describes the teacher's goals, and a focus for growth in the professional practice. After your discussion with the candidate, please make a comment/suggestion below for the purpose of offering support to the new teacher.

Candidate Signature:

Site Administrator Signature:

Date:

Date:

Comments/ Suggestions for support opportunities and/or resources available to help you achieve your goals:

SHARING YOUR INDIVIDUALIZED LEARNING PLAN – Collaboration Meeting to be Scheduled After Completing the ILP/EOY Reflection

Upload by April 24, 2020

Directions for Sharing Your Individualized Learning Plan:

- Schedule a 15-minute meeting with your site-administer.
- **Be sure to include the following in your conversation: Your ILP Goals, CSTP's Work Evidence, Inquiry Focus/Results and EOY Reflection**
- After sharing your ILP EOY Reflection, the site-administrator will sign and share any **comments/suggestions for further support opportunities** and/or **resources available to help you achieve your goals:**

Directions for Site Administrator: Induction Candidates have developed an Individualized Learning Plan which describes the teacher's goals, and a focus for growth in the professional practice. After your discussion with the candidate, please make a comment/suggestion below for the purpose of offering support to the new teacher.

Candidate Signature:

Site Administrator Signature:

Date:

Date:

Comments/ Suggestions for further support opportunities and/or resources available to help you achieve your goals:



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9. Provide evidence and a description of one or two of the specific interventions or strategies you employed several times with students to reach your goal(s).

The evidence must demonstrate the intervention(s) in action. This could be in the form of images, video clips, student work samples, etc.

#1

#2

10. How did this inquiry impact student learning? Provide *evidence* and a *description* that demonstrates growth in your students. (CSTP 6.1)

Relate to #4- Goal for Student Outcomes: In this section, please provide work samples, assessments, video, photos – anything that is evidence of improvement in STUDENT achievement. Be sure that it is measureable data. In addition to the evidence, provide a description of what the evidence demonstrates.

11. How has your practice changed as a result of this inquiry?

How do you feel you met (or did not meet) this inquiry goal? Use a before/after example.

12. How will you apply what you have learned and what will you change in the future?

In other words, where will you go from here? What are your next steps?



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REFLECTION DOCUMENT

Directions: Complete each reflection section by the designated due dates. This document will be used on three occasions throughout the school year to measure growth over time, so please upload original document each time.

Trimester 1 REFLECTION: Complete Fall Reflection by November 22nd	Trimester 2 REFLECTION: Complete Winter Reflection by February 28th .
Growth Goal:	Growth Goal:
Reflect and/or Modify Progress Made on the Growth Goal(s):	Reflect and/or Modify Progress Made on the Growth Goal(s):

Trimester 3/END OF THE YEAR REFLECTION: Complete the End of the Year Reflection by April 24th	
To what extent did you meet your ILP goal(s)?	What new knowledge or insights have you gained?
Describe the impact on student learning and/or behavior.	What might your next steps be so that you can continue to meet or reach your ILP goal(s) and move your practice forward?