

WAKULLA COUNTY SCHOOL DISTRICT
HUMAN RESOURCES DEPARTMENT

PROFESSIONAL IMPROVEMENT PLAN (PIP)¹

Teacher's Name	Employee ID Number	School/Site
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Improvement Goal Statement²:

Area of Need (Refer to the Florida Educator Accomplished Practices and the Evaluation Instrument)

Indicate Domain	Note Performance Indicators	Teacher Signature	Administrator Signature	Date
A: Instructional Design & Lesson Planning	Pedagogy, Organization, Engagement, Assessments, Quality			
B: The Classroom Environment	Learning Environment, Techniques, Efficiency, Time Management, Behavior Management, Expectations, Supervision			
C: Assessment/Evaluation	Protocol, Diagnosis, Analysis, Understanding, Communication, Responsibility, Expectations			
D: Student Instructional Engagement	Goal Focus, Knowledge of Content, Expectations, Instructional Strategies, Monitoring Feedback, Individual Student Needs, Intervention			

¹ NEAT Process: NOTICE, EXPECTATION, ASSISTANCE, TIME

² SMART Goals: Specific, Measurable, Attainable, Reasonable, Timely

Wakulla Instructional Evaluation System: Revised October 2015

E: Professional Responsibility, Learning and Ethics	Collaboration, Leadership Contributions, Self-Assessment, Students & Families, Other Professionals, Teamwork, Reliability, Judgment, Contributions			
Student Growth & Achievement				

Strategies	Documentation/Evaluation Method	Anticipated Completion Date

Planning/Review Sessions (Initial)

Assistance to be provided and by whom:

Failure to successfully complete this PIP may result in recommendation for termination.

Employee initials: _____ **Date:** _____

Administrator's initials: _____ **Date:** _____

I certify that the teacher's Professional Improvement Plan goal attainment is:

_____ **Satisfactory (PIP is satisfied)**

_____ **Unsatisfactory (Administrator will forward a recommendation to the Superintendent within 14 calendar days.)³**

Administrator's Signature: _____ **Date:** _____

Distribution: Superintendent, Human Resources, School, Teacher

³ Wakulla County School District will follow the procedures outlined in FS 1012.33, and FS 1012.34 with regard to employees not performing their duties in a satisfactory manner.