



ORANGE SOUTHWEST SCHOOL
DISTRICT

APPENDIX B: TEACHER GROWTH PLAN

EDUCATOR NAME:	SCHOOL YEAR:
TEACHER PEER:	SCHOOL:
PRIMARY EVALUATOR:	GRADE(S)/COURSE(S):
CONTRIBUTING EVALUATOR:	EDUCATOR STATUS:
DATE OF INITIAL MEETING:	PLAN APPROVAL DATE:

Goal Setting

Teachers will have at least two goals for professional growth, one must directly support the district's Ends. Further goals must either support the district's **Ends** or the teacher's growth relative to one of the ten **Core Teaching Standards for Vermont Educators**. Goals may take multiple years to complete and should be large enough to have a notable impact on student growth or achievement.

Goal 1

Which End will this Goal Support (cut-and-paste from Appendix A)?

State your goal? Is it specific, measurable, realistic, and results-focused?

What positive outcome(s) for students is your goal designed to promote?

What data will you collect and analyze to evaluate your progress? What threshold relative to the data must be crossed in order to indicate success?

What action steps will you complete this year to achieve or make progress (if multiyear) on your goal?

Goal 2

Which End or Vermont Teaching Standard will this Goal Support (cut-and-paste)?

State your goal? Is it specific, measurable, realistic, and results-focused?

What positive outcome(s) for students is your goal designed to promote?

What data will you collect and analyze to evaluate your progress? What threshold relative to the data must be crossed in order to indicate success?

What action steps will you complete this year to achieve or make progress (if multiyear) on your goal?

Mid-Cycle Reflection

Write a short narrative that outlines the current progress made towards each of your goals. These goals should use the data you've collected as evidence to support your assertions. After completing the written reflection, discuss if there is a need to modify any part of your goal statement(s)?

Date Mid-Cycle Reflection Completed: _____

Self-Assessment: Submitted by March 15th

Write a short narrative reflecting on the progress made towards achieving your goals this year using student data as evidence to support the conclusions.

- If reasonable progress was made, state what your new goals will be for the coming year based upon what you have learned and explain why those new goals are important to continued student growth and achievement.
- If reasonable progress was not made, reflect on the potential causes and outline what new actions or activities will be tried in the coming year and why these new activities may allow for progress when the others did not.

Date Self-Reflection Completed: _____

SUPERVISOR SIGNATURE

TEACHER SIGNATURE

Date of Plan Self-Assessment Meeting and Plan Completion: