



Individual Development Plan (IDP)

- ☐ Developing rating on most recent year-end evaluation
- ☐ Needing Support rating on most recent year-end evaluation
- ☐ Other _____

Teacher Name:

Position:

School Year:

Evaluator:

IDP Initiated:

Anticipated End Date:

Most Recent Year-End Evaluation Rating:

The purpose of this growth plan is to support professional growth and improvement in instructional practice. This plan is designed to provide focused goals, actionable steps, support structures, and progress-monitoring opportunities to help the teacher demonstrate growth toward proficiency.

Areas for Improvement

Evaluator and teacher should discuss the Domain (ie: Student Engagement) and Indicator (ie: SE3) needing support based on recent observation and evaluation data. A summary of the needs should be described below.

Domain:

Indicator of Concern:

Reasoning from Observation/Evaluation:

Domain:

Indicator of Concern:

Reasoning from Observation/Evaluation:

Domain:

Indicator of Concern:

Reasoning from Observation/Evaluation:

Additional areas of concern can be added as needed

Individual Development Plan



The evaluator and teacher should collaborate on the development of 1-2 growth goals to be monitored throughout the semester tied to the Domains and Indicators identified above. Additional goals may be added to this plan as needed. Goals to be achieved within 90 days.

Professional Growth Goal #1
Overall Goal: By XXX, YYY will improve . . .
Action Steps: <i>Example:</i> Teacher will submit lesson plans every XXX using YYY template which includes use of Gradual Release Method to be observed by administrator during Reading Block.
Evidence of Progress: <i>Example:</i> Administrator observations of effective use of the GRM within the Reading Block.
Supports/Training: <i>Example:</i> Instructional coach will provide the teacher with a brief review of GRM.
Evidence of Achievement: <i>Example:</i> 95% of the time teacher lesson plans and classroom observations will include use of the GRM during Reading Block.

Professional Growth Goal #2
Overall Goal:
Action Steps:
Evidence of Progress:
Supports/Training:
Evidence of Achievement:



Progress Monitoring

Consistent monitoring of goal implementation will be the responsibility of the administrator based on the progress monitoring activities listed below. Classroom observations and check-in meetings are a required component of this step. Additional monitoring measures can be added as needed. Documentation of meeting minutes must be linked to this document.

Monitoring Activity	Frequency	Person Responsible
Required: Classroom Observations	At least six within 90 days	Evaluator within PIVOT
Required: Check-In Meetings <i>*Documentation of meeting discussions are required / Link Notes Here</i>	Weekly	Evaluator/Teacher

Identification of training, coaching, professional development, or resources provided to assist with growth:

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Potential menu of supports:

Peer observation opportunities
Administrative check-ins
Professional development recommendations
Curriculum or instructional Resources

Mid-Year Review

Date:
Progress Summary:
Adjustments to Plan (as needed):



End of Plan Review

Administrator and teacher should meet 90 days after the initiation of the IDP to process plan and indicate if the teacher met the goal, needs continued improvement, or if a new growth plan is needed.

Date:

Progress Summary:

Recommendation (Goal Met, Continued Monitoring, Additional Growth Plan Needed):

Teacher Signature: _____ **Date:** _____

Evaluator Signature: _____ **Date:** _____