WRITING AND IMPLEMENTING PROFESSIONAL GROWTH PLANS

WHAT IS THE PURPOSE OF A PGP?

Professional Growth Plans (PGPs) provide an opportunity for educators to set specific goals and create action plans that will help them improve their professional practice and help their students meet more rigorous standards. PGPs help educators to focus their professional growth efforts and can help school and district leaders plan professional development opportunities that target the needs of their employees.

WHAT MAKES A STRONG PGP?

A strong PGP is aligned to the standards of professional practice upon which the educator will be evaluated and targets specific needs and strengths within those standards that reflect that employee's greatest opportunities for growth. A strong PGP should include a set of action steps, resources needed, and target dates of completion to ensure that the plan results in concrete actions and measureable outcomes for the educator. A strong PGP is a living document that results from an ongoing dialogue between an educatorand their evaluator and/or supervisors about that educatror's professional development. It ought to be revisited throughout the year to assess progress and refine objectives.

WHO WRITES A PGP?

All teachers and administrators should write PGPs and receive feedback from their evaluators on the plans.

WHAT GUIDANCE SHOULD SCHOOLS OR LEAS GIVE THEIR EMPLOYEES ON WRITING PGPS?

Policy only requires that educators create PGPs and that those PGPs include objectives and strategies that the educator plans to use to achieve those objectives. School and LEA leaders my consider offering further guidance to assure that PGPs result in substantial improvement and/or align to specific school or LEA-wide goals. Setting minimum numbers of goals, offering guidance on how to align personal goals to organizational goals, and educating employees on the standards upon which they will be evaluated are all practices LEAs may choose to implement in order to assure quality and relevance in PGPs.

WHEN SHOULD EMPLOYEES WRITE PGPS?

While there is no mandated date by which PGPs must be written or acknowledged, it makes sense for educators to write PGPs within the first few weeks of the instructional period so that the plan can guide their professional development throughout the year. LEAs should keep PGPs on file and employees and evaluators should revisit the PGP at least once more near the end of the instructional period to reflect on progress toward the goals.

Visit www.louisianaschools.net/compass/compass_quick_links.html to access sample PGPs for professional school counselors, school leaders, and teachers as well as a suggested professional growth plan template.