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### *STEPS/PROCESS*

1. Goal Setting (determining needs)  
What do you think are some of the needs in your classroom?
2. What will you use to achieve your goals?
3. What indicators will you use to determine if you are on your way to meeting your goals?
4. We will follow up with each one of you PERIODICALLY to discuss how you are doing and if any goal changing is needed.

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### **GOAL SAMPLES**

1. During the school year, I will improve my questioning and discussion techniques. I will incorporate the Q-Chart for daily classroom discussions so that students can take ownership of classroom conversations. I will read and implement strategies from Classroom Discussions. Growth will be evidenced through lesson/unit plans that include strategies from the text, observational data, self-reflection after implementation, and student reflections.
2. During the school year, I want to embed formative assessment practices in my daily instruction. I will search on the internet any classroom assessment strategies/activities with my PLC team and begin to implement various quality assessments. Indicators of success will include: lesson/unit plan (formative assessments cycle, learning targets, students monitoring their own learning); observational data; reflections after implementation; student data review and future instruction plans devised during PLC meetings.
3. I will incorporate the use of at least three new instructional strategies into my teaching practice during 2015-2016 to help students become independent learners and problem solvers by comparing student work samples from assignments given before and after using the 3 strategies.
4. By using repetition and modeling the correct procedures from September through December, I will improve my communication of goals, expectations, and directions clearly to my students so that the purpose of the lesson is clear and they will know how to proceed on assignments during work time and on homework assignments by comparing weekly/monthly student surveys to assess how many students said they understood the purpose of the lesson and how to do the assignments.
5. "I will maximize student learning by creating and sustaining a focused classroom, consistently using the Behavior Management Cycle (set clear directions, narrate the positive, give immediate corrections) to get to 100%.
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7. **STUDENT ENGAGEMENT:** I will improve my ability to engage students in their learning by attending and implementing Rigor and Relevance training, researching and implementing strategies for engaging students in rigorous learning, and refining my use of student involved formative assessment practices. These will be

measured through pre and post assessments, student work samples, interim assessments, peer and principal observations and conferences, and self-reflection.

8. SCIENCE: I will improve writing instruction in my science classroom by implementing and reflecting on strategies learned during a summer writing workshop for teachers. I'll incorporate writing strategies for describing observations, explaining scientific phenomena, explain cause & effect occurrences, and drawing conclusions from experiments. Indicators of success will be student work samples, analysis of student's writing products, and self-reflection.
9. READING: I will learn to integrate literacy strategies in my instruction. I will implement learning from a literacy workshop and from reading professional literature. Measures of success will include results from analysis of student work samples, self-reflection, student surveys, and observation.
10. SPECIAL EDUCATION: I will increase my knowledge of supporting students with autism. I will research on-line resources, consult with district/state/cooperative special education coordinators, observe a mentor teacher, and participate in a on-line short course on autism. This will be evidenced by notes and self-reflection, anecdotal notes on my interactions with autistic students, and the short course certificate.
11. TECHNOLOGY: I will increase student use of technology for learning in my classroom. I will collaborate with a district technology cadre to learn ways to integrate learning with technology in instruction. Evidence of success includes lesson plans, student work samples, and self-reflection.
12. LEARNING STYLES: I will increase student engagement by using a learning styles inventory with every student and designing lessons that address the different styles within my class. I will research teaching strategies to engage the different learning styles. Measures of success will include student work products, observation, and student and teacher self-reflection.
13. FORMATIVE ASSESSMENTS: I will study Classroom Assessment for Student Learning, by Rick Stiggins, and embed formative assessment practices in my daily instruction. Indicators of success will include classroom observation, self-reflection, analysis of student assessment data, and observable student engagement.
14. QUESTIONING: I will improve my questioning techniques to engage students in higher level critical thinking and problem solving. I will implement learning from study of Thinking Strategies. Growth will be evidenced through lesson plans, observation, self-reflection, and student work samples.
15. WRITING: I will learn to incorporate online writing tools in my writing workshop. After collaborating with the technology resource teacher to investigate Google Docs and other on-line tools, my students will have opportunities to write independently, collaboratively and give/receive feedback using the tools. This will be evidenced by student writing samples, lesson plans, and reflection.

#### Determining Needs

##### **1. What do you think are some of the needs in your classroom (Samples)?**

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|--------------------------------------------------------|------------------------------------------------------|
| a. Enrichment                                          | l. Use of visuals                                    |
| b. Differentiation of instruction (ELL, Sp. Ed., 504,) | m. Think Alouds                                      |
| c. Student engagement                                  | n. Reteaching                                        |
| d. Challenging students                                | o. Praising                                          |
| e. Provide feedback                                    | p. Providing Feedback                                |
| f. Cooperative learning                                | q. Classroom management (time, space, transitioning) |
| g. Clickers in the classroom                           | r. Curriculum alignment                              |
| h. Chunking and questioning                            | s. Tracking student progress                         |
| i. Graphic Organizers/Thinking Maps                    | t. Note taking                                       |
| j. Response / Journal writing                          | u. Journal Writing                                   |
| k. Academic Vocabulary/Development                     |                                                      |

## 2. What will you use to achieve your goals (samples)?

Review/Check for prior knowledge  
\*Direct instruction  
\*Guided practice  
\*Independent practice  
\*Oral drill and practice  
Provide information (in a variety of forms)  
Model desired skills and outcomes  
Provide examples to help transfer learning  
Integrate topics and concepts  
Investigate/Observe  
Link new information and/or skills to prior knowledge (build background)  
Check for understanding/Question

Group/Individual Instruction  
Large/Small Group Instruction  
Problem-Solving  
Cooperative Learning  
Critical Thinking  
Creative Thinking  
Compare and contrast activities  
Critiquing activities  
Reflective activities  
Observations  
Simulations  
Technology tools  
Use graphic organizers (maps, charts, illustrations)  
Model by "thinking aloud" the process  
Provide "wait time"  
Use questioning strategies that require learners to go deeper  
Make objectives/targets explicit  
Student self-assess (self-monitor)  
Peer assess  
Focus attention on the strategy used  
Provide extensions/elaboration

## 3. What indicators will you use to determine if you are on your way to meeting your goals (samples)?

1. Self assessment with guidance
2. Conversations
3. Projects
4. Power points
5. Oral Presentation for learning
6. Assessments/use of data

7. Progress monitoring
8. Portfolios
9. Essays
10. Group Assignments
11. Research Papers

## 4. PERIODICALLY follow up to discuss how you are doing/progressing and if any goal changing is needed.