

Individualized Development Plan

Track I and III

Teacher's Name: Mr. NewFourth

Date: August 26, 20--

Building: Neighborhood Elementary School

Administrator: Ms. Principal

School Year: 2003

Probationary **(or) Tenure**

Goal 1 (define): Develop a learning community in the classroom that helps students to develop positive behavior and engage in learning.

The goal addresses the following domains (check all that apply):	
X	Planning and Preparation
X	Classroom Environment
X	Instruction
X	Professional Responsibilities

Purpose of the Goal (explain): Focusing on developing effective classroom environments and the management of student behavior enhance student opportunities to learn.

Teacher Responsibilities (list the expectations, strategies and activities that will assist toward achieving the goal – include timelines where applicable): Establish clear norms for classroom behavior that support shared responsibility and high expectations for student engagement in learning. Consider causes of both positive engagement and “misbehavior” from multiple angles: is material appropriate for students, are individual needs being met, are instructions clear, are norms/goals clearly established, etc. Prepare and send a written communication home to parents explaining your plans for developing positive student behavior. Establish and maintain communication with parents about their student’s participation and behavior. Draw on multiple resources to problem solve (for example, work with parents, brainstorm ideas with mentor, “In the Classroom” section of ASSIST website, etc.)

Administrator responsibilities (list type(s) of support and activities that can be expected from the administration): Discuss the written expectations for students as found in the Student Handbook prior to the start of school. Review the written classroom expectations prepared by Ms. NewFourth for clarity and appropriateness prior to her sending them home with each student prior to the start of school. Support the mentor as he/she works with Ms. NewFourth related to this goal. Assist in meeting with students and/or parents to help understand and solve behavioral problems. Discuss the plan to maintain communication with parents about their child’s classroom behavior prior to implementation.

Goal 2 (define): Plan and implement lessons that are consistent with curriculum benchmarks and standards for 4th grade and that fully engage students in purposeful, developmentally appropriate learning activities.

The goal addresses the following domains (check all that apply):	
X	Planning and Preparation
	Classroom Environment
X	Instruction
	Professional Responsibilities

Purpose of the Goal (explain): School is for learning and each student has a basic right to receive high quality learning opportunities in his/her classes each day to enable him/her to learn effectively.

Teacher Responsibilities (list the expectations, strategies and activities that will assist toward achieving the goal – include timelines where applicable): Prepare and deliver lessons that actively engage students with the specific objectives connected to curriculum benchmarks and standards for 4th grade. Focus these lessons to meet individual needs and insure students can work towards mastery and gain independence with the knowledge or skilled taught. Utilize inquiry based lessons and questioning techniques that focus on higher order thinking skills. Ensure that each student has ample opportunity to become engaged in the lessons you provide – your goal needs to be to have each and every student engaged. Please discuss the above issues related to teaching expectations and your progress in meeting them with you mentor at least twice a month. At least once every two months review your plans and outcomes with your principal.

Administrator responsibilities (list type(s) of support and activities that can be expected from the administration): Assist in providing curriculum information. Provide feedback on plans and monitor implementation. Provide observation feedback and suggestions. Provide a mentor and time to work with the mentor. Provide time to observe lessons of colleagues if requested. Provide access to the district's Curriculum Director to clarify any question regarding student academic expectations.

Goal 3 (define): Implement experiences for students that are consistent with MEAP measurements and rubrics.

Purpose of the Goal (explain): All students must perform successfully on the MEAP tests in accordance with No Child Left Behind by the within the coming decade. Now is the time to work toward each and every student passing the MEAP.

Teacher Responsibilities (list the expectations, strategies and activities that will assist toward achieving the goal – include timelines where applicable): Familiarize yourself with the MEAP processes and rubrics. Assign, facilitate and assess appropriate measurements and/or constructed techniques for demonstrating MEAP expectations for students during the year. Demonstrate knowledge of the range of your students' strengths and weaknesses and show how these differences are being addressed in the tested areas.

Administrator responsibilities (list type(s) of support and activities that can be expected from the administration): View samples of student work and teacher assessments to dialogue about how effectively the process and rubrics have been in helping students improve the quality of their work. Observe lessons and provide feedback.

Goal 4 (define): Implement methods to enhance parent/teacher communication.

Purpose of the Goal (explain): Parent engagement in support of student learning is an asset of great worth to a classroom teacher committed to each and every student's success in school.

The goal addresses the following domains (check all that apply):

<input checked="" type="checkbox"/>	Planning and Preparation
	Classroom Environment
<input checked="" type="checkbox"/>	Instruction
	Professional Responsibilities

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<input checked="" type="checkbox"/>	Planning and Preparation
	Classroom Environment
	Instruction
<input checked="" type="checkbox"/>	Professional Responsibilities

Teacher Responsibilities (list the expectations, strategies and activities that will assist toward achieving the goal – include timelines where applicable): Prepare and implement a plan to open and maintain communication with parents of each of your students. Work with your mentor in the preparation and implementation of the plan. Consider any and/or all of the following: a classroom webpage, a weekly classroom newsletter, good notes home (six per student per year) and a weekly homework folder. Choose two or more of these approaches (or another similar approach) and discuss them with your principal prior to September 10.

Administrator responsibilities (list type(s) of support and activities that can be expected from the administration): Discuss and review Ms. NewFourth's chosen approaches and provide feedback and possible suggestions prior to September 10. Assist with ideas and resources. Provide feedback, support and/or direction. Support the mentor as he/she works with Ms. NewFourth related to this goal.

Mutually developed by:

Teacher: _____ **Date:** _____

Administrator: _____ **Date:** _____

cc: *Personnel File*
Teacher
Administrator