

SAU 24
Professional Development
Educator Goal Development Worksheet

Staff Member: _____

Cycle Years: _____

1. Analyze student achievement.
2. Review the strategic plan and annual school goals
3. Examine areas of professional practice using the checklist below
4. Reflect on
 - your supervisor's observations and evaluations
 - your areas of interest, inquiry and content knowledge
 - NH Curriculum Frameworks and Common Core State Standards
5. Use this information to narrow your focus and select your professional goals.
6. Write professional goals that are measurable and linked to student learning, school goals and endorsements.

Enhancing Professional Practice: A Framework for Teaching, Charlotte Danielson

1. Planning and preparation
 - Demonstrating knowledge of content and pedagogy
 - Demonstrating knowledge of students
 - Setting instructional outcomes
 - Demonstrating knowledge of resources
 - Designing coherent instruction
 - Designing student assessments
2. Classroom Environment
 - Creating an environment of respect and rapport
 - Establishing a culture for learning
 - Managing classroom procedures
 - Managing student behavior
 - Organizing physical space
3. Instruction
 - Communicating with students
 - Using questioning and discussion techniques
 - Engaging students in learning
 - Using assessment in instruction
 - Demonstrating flexibility and responsiveness
4. Professional responsibilities
 - Reflecting on teaching
 - Maintaining accurate records
 - Communicating with families
 - Participating in a professional community
 - Growing and developing professionally
 - Showing professionalism

N. H. Department of Education Professional Practice Components:

1. Knowledge of subject or field of specialization
 - Understanding of theory and content
2. Professional skills
 - Methods of teaching
 - Diagnosis of learning problem
 - Design of instruction
 - Evaluation of student work
3. Knowledge of learners and learning
 - Learning theories
 - Developmental theory of children
 - Characteristics of learning styles
 - Multiple intelligences
 - Cognitive, affective and physiological processes of learning
4. Professional learning communities
 - Introduction to PLC
 - Designing SMART goals
 - Focusing on student achievement
 - Collaborative practice
 - Interventions
 - Using data to inform instruction
 - Knowledge of data tools
 - NWEA – MAP