

DIRECTED GROWTH PLAN GUIDANCE AND TEMPLATE

PURPOSE:

The Directed Growth Plan is to improve the practice of educators with a summative rating of NEEDS IMPROVEMENT with the goal of earning a rating of PROFICIENT at the end of the plan. The plan may be for up to one year and may be the sole Educator Plan or it may be in addition to the Educator Plan if there are team goals. This guidance is based on the premise that the educator has a plan with a team professional practice goal and student learning goal and that the Directed Growth Plan is specific to the educator's practice areas needing improvement.

WHO:

1. Only educators with Professional Teacher Status.
2. Educators whose overall performance rating is NEEDS IMPROVEMENT.
3. Developed by the evaluator with educator input.

WHEN:

1. The recommendation that the educator have a Directed Growth Plan will usually occur at the end of the summative evaluation cycle.
2. During the course of observations and evidence collection for an educator on a Self-Directed Growth Plan, the evaluator may exercise his/her professional judgment to determine that the evidence suggests that the educator's practice has declined to an overall needs improvement level. The evaluator may then make a recommendation that the educator's plan be changed to a Directed Growth Plan.

ELEMENTS:

1. **IMPROVEMENT GOAL:** Define the improvement goal(s) directly related to the performance standard(s) and/or student learning outcomes that must be improved.
2. **EDUCATOR ACTIVITIES:** Describe the activities the educator will complete with the goal of improving practice and/or performance.
3. **EVIDENCE – EDUCATOR AND/OR STUDENT WORK PRODUCTS:** Describe the educator work products or student work samples that must be compiled and organized as evidence of completing the work required in the plan.
4. **DISTRICT ASSISTANCE AND SUPPORT:** Describe the assistance that the district will make available to the educator and identify the individual(s) assigned to provide assistance, which must include minimally the Supervising Evaluator.
5. **MEASUREABLE OUTCOMES:** Articulate the measurable outcomes that will be accepted as evidence of improvement. These outcomes should allow for an array of evidence.
6. **TIMELINE & FORMATIVE ASSESSMENT(S):** Detail the timeline for completion of each component of the Directed Growth Plan, including at a minimum a mid-cycle formative assessment report of the educator's progress toward meeting the goals within the time frame of the plan and a summative evaluation at the end of the plan.
7. Include the signatures of the Educator and Supervising Evaluator.
8. **SUMMATIVE EVALUATION DECISION AND RECOMMENDATION:**
 - a. If at the end of the Directed Growth Plan the educator's overall performance is rated at least PROFICIENT, the educator will have a Self-Directed Growth Plan in the next evaluation cycle.
 - b. If at the end of the Directed Growth Plan the educator's overall performance is rated below PROFICIENT, the educator will receive an overall rating of UNSATISFACTORY and will have an Improvement Plan for the next evaluation cycle.

DIRECTED GROWTH PLAN – FOR EDUCATORS WITH PTS RATED OVERALL NEEDS IMPROVEMENT

EDUCATOR	PLAN DEADLINE	ATTAINMENT OF GOAL	
1. IMPROVEMENT GOAL 1		<input type="checkbox"/> Formative <input type="checkbox"/> Summative	<input type="checkbox"/> Exceeded goal <input type="checkbox"/> Met goal <input type="checkbox"/> Sufficient progress <input type="checkbox"/> Insufficient progress <input type="checkbox"/> No Progress
IMPROVEMENT GOAL 2		<input type="checkbox"/> Formative <input type="checkbox"/> Summative	<input type="checkbox"/> Exceeded goal <input type="checkbox"/> Met goal <input type="checkbox"/> Sufficient progress <input type="checkbox"/> Insufficient progress <input type="checkbox"/> No Progress
2. EDUCATOR ACTIVITIES		Deadline	
3. EVIDENCE: EDUCATOR AND/OR STUDENT WORK PRODUCTS		Deadline	
4. DISTRICT ASSISTANCE AND SUPPORT		Deadline	
5. MEASUREABLE OUTCOMES		Deadline	
6. TIMELINE & FORMATIVE ASSESSMENT(S)			

7. SIGNATURE OF EVALUATOR: _____ Date: _____

SIGNATURE OF EDUCATOR: _____ Date: _____

8. RECOMMENDATION

- The educator's practice on the goals is at least proficient and will be on a Self-Directed Growth Plan in the next evaluation cycle.
- The educator's practice on the goals is below proficient and will be on an Improvement Plan in the next evaluation cycle.