

**EDUCATOR'S PROFESSIONAL LEARNING PLAN  
 DELIBERATE PRACTICE  
 2015-2016**

**Educator Name:** \_\_\_\_\_ **School Name:** \_\_\_\_\_

**Student Data Driven Goals**

1. **SMART** Goal for Increased Student Performance (include practices that will change as a result of this learning):
2. **SMART** Goal for Increased Student Performance (include practices that will change as a result of this learning):
3. **SMART** Goal for Increased Student Performance (include practices that will change as a result of this learning):
4. **SMART** Goal for Increased Student Performance (include practices that will change as a result of this learning):

What professional learning activities will you **engage** in to improve your knowledge and skills for the professional practices identified? Indicate and describe all evidence based activities you will participate in to accomplish your goals. Place an 'X' to the left of each activity that applies and provide an explanation in the column on the right. For each activity, include the related target. If an activity relates to more than one target, please include both.

**Progress Points**

<i>Professional Learning Activities</i>	<i>Activity Explanation</i>	<i>Related Goal</i>
Action Research Project		
Lesson Study Group		
Peer Coaching		
School Coaching		
District Coaching		
Professional Learning Communities/Lesson Study		
PD360		
Other Distance Learning		
Independent Study		
Face-to-Face Professional Learning		
College Courses		
Other		

_____ Initial Review Date	_____ Educator Signature	_____ Administrator Signature
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**PLP Mid-Year Review**

**Report your formative assessment data for each SMART goal.**

<b>Target of Goal 1</b>	<b>Target of Goal 3</b>
<b>Target of Goal 2</b>	<b>Target of Goal 4</b>

**Reflections and Feedback:** Does the academic or behavioral evidence indicate your students have benefited from your professional learning? Reflect on the contributing factors for your answer.

Educator Mid-Year Reflections:

Administrator Mid-Year Feedback:

_____	_____	_____
Mid-Year Review Date	Educator Signature	Administrator Signature

**PLP End of Year Review**

**Report your summative assessment data for each SMART goal.**

<b>Target of Goal 1</b>	<b>Target of Goal 3</b>
<b>Target of Goal 2</b>	<b>Target of Goal 4</b>

**Reflections and Feedback:** Does the academic or behavioral evidence indicate your students have benefited from your professional learning? Reflect on the contributing factors for your answer.

Educator End of Year Reflections:

Administrator End of Year Feedback:

_____	_____	_____
End of Year Review Date	Educator Signature	Administrative Signature

**End of Year Deliberate Goal Evaluation**

DP goal	Rating	Max Points	Points Earned

**DP Score (goal scores added together):**

## Deliberate Practice

Deliberate Practice (DP) goals are specific, in depth and directly related to professional responsibilities that impact student learning. The DP learning processes establish career-long patterns of continuous improvement and lead to high quality instructional practices.

The teacher and administrator will identify 1 to 4 specific and measurable priority learning goals related to professional responsibilities that impact student learning growth. One or two goals are recommended. All goals must focus on student driven data. This data may include assessment performance, discipline, attendance, behavior, and any other relevant student oriented data. Goals will include the current level of performance, a SMART data driven target, and the practices that will change as a result of the new learning.

**Goal Example:** 49% of my students scored above the 40<sup>th</sup> percentile on the STAR Enterprise Math Assessment in August of 2015. By May of 2016, 54% of my students will score above the 40<sup>th</sup> percentile on the STAR Enterprise Math Assessment. In order to assist students with performing on grade level, small group instruction will be implemented in order to provide differentiated instruction at least once weekly.

After goals have been determined, teachers and administrators will agree upon professional learning activities in which teachers will participate in order to assist them in meeting their goals. These activities are referred to as **Progress Points**. For each Progress Point, teachers and administrators will agree upon a successful completion date. Completing progress points is vital to receiving an Effective or Highly Effective rating for each goal. Progress Points may include professional learning communities, PD360 courses, college courses, district provided professional development, etc...

The Deliberate Practice component will be rated based on the following criteria:

Scoring a DP Goal	Rating Rubrics	Points Earned
Highly Effective	Target met and all progress points completed.	100%
Effective	At least 80% of target met and all progress points completed.	81%
Needs Improvement	At least 60% of target met and at least half of the progress points completed.	53%
Unsatisfactory	Less than 60% of target met and some progress points complete.	20% (If no progress points are complete, the participant will receive 0 points)

Number of Growth Goals	Maximum Points Per Goals	Maximum Point Range
One Goals	160	160
Two Goals	80	160 (80 x 2)
Three Goals	53.33	160 (53.33 x 3)
Four Goals	40	160 (40 x 4)

### **Scoring**

Each goal will be scored separately based on the percentage of the target that was met and the number of completed progress points related to the respective goal. Below is an example of scoring with 2 goals.

#### **Example**

DP Goal	DP Rating	Max Points Possible	Points Earned
Goal 1	E	80	$80 \times 0.81 = 64.8$
Goal 2	HE	80	80
Total Points Earned			$64.8 + 80 = 144.8$ (HE)

Rating	Point Range
HE	141-160
E	114-140
NI	56-113
U	0-55