



**Santa Rosa District Schools**      **School Year \_\_\_\_\_**  
**Sections I & II: Instructional Professional Development Plan**  
**(Self-Assessment, Goal Setting and Deliberate Practice)**

63-11-52  
2013

FL Statute 1012.98 requires that all teachers write a professional development goal annually that reflects the needs of currently assigned students as indicated by state assessment data when available. The purpose of the goal is to identify student performance areas that the teacher should address in selecting professional development activities and identifying deliberate practice that will impact student performance. Goals should be tied to School Improvement Plans. The PDP counts as 10% of each teacher's total evaluation.

**Section I** Complete self-assessment and reach consensus on areas of focus with supervisor. (Complete prior to the end of the first nine weeks grading period.)

**Section II, Step 1** (Complete prior to the end of the first nine weeks grading period.)

**Student Needs Goal Statement** (Classroom teachers must write an individualized goal that addresses a need based on current state assessment and School Improvement Plan data. Non-Classroom teachers must align goals to classroom teacher, school improvement or district data.)

**Teacher Needs Goal Statement—Evaluation Observation Rubric (FEAPS)** (The teacher individualized goal statement should reflect the teacher self-assessment to ensure that the student performance goal is met.)

**Identification of Professional Development Needs**

**Section II, Step 2** (Complete prior to the end of the first nine weeks grading period.)

**Administrator Conference/Sign-off** (Approval of goal and discussion of self-assessment.)

**Section II, Step 3** (Complete at the end of the second nine weeks grading period.)

**Reflection/Tracking Progress** (p. 3 State Model) (**Professional Development window for each school year is June 1 of prior year to May 1 of current year.**)

Goals	Reflection Questions	Reflection Log
1. Tracking Student Progress	<b>What areas of student improvement are you seeing as a result of deliberate practice you have implemented?</b> (List/Select data source/s used in measuring student progress.) (Optional: Attach data source/s.)	
2. Teacher Goal	<b>(Guiding Questions. Briefly address.)</b> <b>What professional development has helped me change instruction?</b> <b>How am I preparing and delivering lessons differently?</b> <b>What do I need to further improve instruction?</b>	
3. Professional Development	<b>Is the professional development available meeting my needs to attain my goals?</b>	

**Section II, Step 4**

**Outcome Statement:** (Briefly describe your goal, actions taken, and student performance data results.) (Complete prior to June 1.)

<b>Plan Completion Rating</b> (Assessed by administrator.)	Scale	Check Rating
<b>Highly Effective</b> (PDP goal is data driven and aligns with current student data needs, and/or school improvement needs/completed a minimum of 15 hrs. of projected professional development related to the student data needs indicated, with appropriate artifacts of professional development and deliberate practice related to the outcome statement)	4.0	
<b>Effective</b> (PDP goal is data driven and aligns with current student data needs, completed 12 - 14 hrs. of projected professional development related to the student data needs indicated, with appropriate artifacts of professional development and deliberate practice related to the outcome statement)	3.0	
<b>Needs Improvement</b> (did not meet all expectations/completed 7 - 11 hours of projected professional development with limited or inappropriate artifacts of deliberate practice related to outcome statement)	2.0	
<b>Unsatisfactory</b> (did not meet expectations/projected professional development, 1 - 6 hours completed and limited appropriate artifacts of deliberate practice related to outcome statement)	1.0	

**Professional development activities may include, but are not limited to:**

Learning Communities, Lesson Study, Online Training, Face-to-Face Training, College Coursework, Conferences/Seminars, Action Research

**Section II Score**