

# Competence-Building Professional Growth and Development Plan For Classroom-Based Teachers

◆ **Goal for APS 4: Establishing and Maintaining High Expectations for Learners**

To establish, clearly communicate, and maintain appropriate expectations for student learning, participation, and responsibility.

◆ **Strategies** *(to be implemented with assistance and support from the assigned mentor verified by checkmark and date)*

- \_\_\_\_\_ Review the key elements of APS 4
- \_\_\_\_\_ Review the appropriate academic standards
- \_\_\_\_\_ Review the revised Bloom's Taxonomy
- \_\_\_\_\_ Review the section of the long-range plan that deals with the description of the students
- \_\_\_\_\_ Consult with the mentor and/or other teachers regarding appropriate expectations
- \_\_\_\_\_ Consult with other personnel (e.g., psychologists, ESOL teachers)
- \_\_\_\_\_ Observe, then conference with the mentor and/or other selected teachers
- \_\_\_\_\_ Be observed by, then receive formative feedback from the mentor and/or other teachers/supervisors
- \_\_\_\_\_ Reflect on the expectations that were communicated during specific lessons
- \_\_\_\_\_ Consult with the mentor and/or other teachers to analyze videotaped lesson(s)
- \_\_\_\_\_ Other:

◆ **Evidence that the supervisor will consider in determining progress/goal accomplishment**

- Classroom observations
- Review teacher's reflection on lessons
- Interviews with teacher
- Other:

◆ **Level of performance required to indicate satisfactory progress/goal accomplishment**

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◆ **Preliminary performance review:** *(to be completed by the supervisor on the basis of the evidence)*

- The educator has *met* the above goal.
- The educator is making *satisfactory progress* toward achieving this goal.
- The educator is *not* making satisfactory progress toward achieving this goal.
- Other/comments:

◆ **Final performance review:** *(to be completed by the supervisor on the basis of the evidence)*

- The educator has *met* the above goal.
- The educator is making *satisfactory progress* toward achieving this goal.
- The educator is *not* making satisfactory progress toward achieving this goal.
- Other/comments:

The signatures below verify that the teacher has received written and oral explanations of the preliminary and final performance reviews.

Teacher \_\_\_\_\_ Date: \_\_\_\_\_

Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_