



Teacher Development & Evaluation



SAINT PAUL FEDERATION OF EDUCATORS LOCAL 28

Individualized Growth and Development Plan

On behalf of Saint Paul Federation of Teachers and Saint Paul Public Schools, we believe in ongoing reflective practice to positively impact student achievement.

Prior to completing your Individualized Growth and Development Plan, self-assess using the standards evaluation tool (i.e. Standards of Effective Teaching) for your discipline. Use any of the following to identify an area for growth:

- Your self-assessment
- Feedback from coaches, peers, administration
- Student Engagement survey results and/or Student Achievement (PLC) work
- Areas of focus from the SCIP - this may assist educators in having increased collaboration with colleagues, professional development opportunities, and student/learner outcomes

Your Individualized Growth and Development Plan is about **your** personal growth. The goal is for your professional development and includes your action steps as the educator.

Educators in need of relicensure may use a completed TD&E reflection package for the English Language Learners (O) requirement if they choose an IGDP goal and/or Student Achievement work that has an EL focus. A completed TD&E reflection package from one school year would be printed and submitted to the Continuing Education Committee. More information is available on the [relicensure website](#).

Identify Your Area for Growth	
What domain relates to your area for growth? e.g. Domain – Environment for Learning	
What element(s) relates to your area for growth? e.g. Elements – Relationships in the Learning Community	
Goal	
Current performance level indicator for the element listed above: Below Standard, Developing, Effective, Highly Effective	(Measurable)
Move to performance level indicator: Below Standard, Developing, Effective, Highly Effective	(Measurable)
What specific goal related to your area of growth will you work to achieve?	(Specific)

What action steps, approaches, and/or strategies will you take to achieve your goal?
(Attainable, Achievable, Actionable)

Describe how you will measure evidence of goal progress. (Measurable)

What is the timeline in which the goal will be initially assessed? (Time)

Describe how your goal will close racial achievement gaps and accelerate the achievement of all students. (Relevance)

If you plan to use this IGDP for the English Language Learners (O) requirement, make sure to focus on EL students in your response.

Mid-Year Reflection

**Describe, analyze, and reflect on the progress toward your goal.
What did you learn about your practice?**

Moving forward, what specific action steps, approaches, and/or strategies will you implement to achieve your goal? What adjustments need to be made?

If you plan to use this IGDP for the English Language Learners (O) requirement, make sure to focus on EL students in your response.

End-of-Year Reflection

Describe how your practices changed as a result of this plan, including action steps, approaches, and/or strategies that worked well.

If you plan to use this IGDP for the English Language Learners (O) requirement, make sure to focus on EL students in your response.

Reflecting on your goal, describe how you addressed any challenges.

Self-assess: What is the current performance level indicator for the element listed for your goal?

Below Standard, Developing, Effective, Highly Effective

(Measurable)

Looking ahead to next year, describe an idea that you have for continued growth and development.