# Individual Professional Development Plan Policies

Every educator employed by the Groveport Madison Board of Education, who holds an Ohio provisional and or professional certificate(s)/license(s), is required to have an approved IPDP on file for:

- All activities leading to licensure renewal
- Approval of CEU credit bearing activities after July, 1998

> **Approved IPDP <u>MUST</u> be on file with the LPDC <u>PRIOR</u> to beginning coursework or CEU activity.**

## Criteria for Approval of IPDPs

The requirements for the LPDC to approve an IPDP are as follows:

1. The IPDP goals are specifically related to student learning and are measurable.
2. The IPDP goals identify the Standards for Ohio Educators.
3. The IPDP goals are in alignment with building and district goals.
4. The IPDP identifies activities that will be completed during the life of the license.
5. The IPDP includes proposed criteria for assessing the success of the plan's goals.
6. The IPDP scope is directly relevant to the educator's subject area content and/or instructional practices.
7. The IPDP methods and products demonstrate the LPDC's expectations for professional quality.

## Tips for Developing a Meaningful IPDP

The individual professional development plan (IPDP) is an opportunity for an educator to reflect on their current teaching context and participate in learning activities that will benefit their practice and the learning of their students.  As this is the educator's professional plan required to maintain their license in the state of Ohio, the plan should be clearly and succinctly written.

A.  Approved IPDP goals contain the following four components: .  A minimum of two goals are required.  IPDP goals should be SMART (Specific, Measurable, Attainable, Relevant, and Time Bound).  They should be in alignment with the educator's building and GMLS district goals.   Please see the table below for guidance:

*Select one from each column (mix and match)*

| #1 I will… | #2   in this area… | #3  and then… | #  so that… |
|---|---|---|---|
| become knowledgeable about | a method (*cooperative learning*) | implement | student learning is increased |
| read widely in | a program (*history day*) | modify curriculum | student achievement increases |
| learn about | a discipline (*science*) | develop/design | student success will be increased |

| | | | |
|---|---|---|---|
| study theory/practice of | a population (*gifted/adhd*) | use | |
| become skillful at | an organizational pattern (*multi-aged*) | incorporate | |
| gain an understanding of | an area (*school reform*) | apply | |
| | a curriculum area (*music*) | | |

The goals must also identify the relevant Educator Standards(s) and Elements(s).  The standards can be listed verbatim, in list form, or summarized.  An explanation of how the goal aligns to each of the identified Standards is required.

Example 1:  I will become more knowledgeable about the social, emotional, and developmental needs of the students I teach and then implement that knowledge in daily activities and curriculum so as to improve student participation and performance.

This goal aligns to Ohio Educator Standard #1: *Teachers understand student learning and development and respect the diversity of the students they teach,* and Elements: *Teachers display knowledge of how students learn and of the developmental characteristics of age groups,* and *Teachers recognize characteristics of gifted students, students with disabilities and at-risk students in order to assist in appropriate identification, instruction and intervention.* I believe that by learning more about my students, I will be in a position to design more relevant classroom activities that will ultimately increase student achievement in multiple ways.

Example 2:  I will learn about various learning theories and philosophies of learning and then implement this knowledge in my classroom so that student achievement will be increased.

Considering this goal, I believe that Educator Standard #4 and Elements 4.2, 4.3, 4.4, and 4.5 are in alignment.  I can best plan and deliver instruction so that all my students can learn when I use information about student learning and apply knowledge about how student think.  I believe it is important to differentiate instruction so the learning needs of all the individuals in my class are supported.  In order to do these things effectively, I need to increase my own understanding and the methods of my practice to best be able to identify and meet my students' learning needs.

Example 3:  I will increase my understanding of formative instructional practices and then incorporate more into my classroom in order to improve student achievement.

Educator Standard #3 expects that teachers understand and use varied assessments to inform instruction, evaluate and ensure student learning.  All of the elements under this standard push the teacher to have a full knowledge of assessments to select and use appropriately.  The data from the assessments also need to be used, not only by the teacher but also with the students. The student role is a really important part to enlist their identification of learning gaps.  My goal of learning more about Formative Assessments aligns

with this standards and elements resulting in increasing my knowledge and effective use to positively impact my practice and my students' growth.

B.   Approved IPDPs indicate the planned professional learning activities that will attribute to success in the identified goals.  These activities may change from the time of approval through license renewal as long as they are in alignment with the goals.

C.   Approved IPDPs explain in detail the criteria to be used for assessing the success of the goals, including descriptions of the pre- and post-measurements that will be reviewed.  The educator determines what measurements are relevant to their students and to the goals.

D.   Approved IPDPs explain in detail how the plan is relevant to the educator's teaching context and practice or perspective on the educator's future professional plans.

# Licenses

Applicants who wish to renew their licenses must have completed coursework and CEU's **after** the **issue date** of the license they wish to renew. Check ODE Core system (https://safe.ode.state.oh.us/portal/) for your issue/expiration dates.