

Sample Individual Professional Development Plan (IPDP) Goals

SMART Goals

Examples of SMART goals are provided below. We suggest that every educator include at least one broad SMART goal on their IPDP similar to the one below.

RECOMMENDED SMART GOAL				
State the Action you will take	Describe an Area of Focus for the Learning	Include the Rationale	Add the Activities	Predict a Completion Date (Optional)
<i>I will continue to learn about</i>	<i>current legislation, and best practices in special education</i>	<i>In order to provide quality education and be compliant with state and federal regulations</i>	<i>by participating in professional development in-services, webinars, and professional reading.</i>	<i>Ongoing</i>

SMART goals should follow the general structure illustrated below.

I WILL (State the Action)	SAMPLE AREAS OF FOCUS (Ohio Standards for the Teaching Profession)	RATIONALE (Ohio Standards for Professional Development)
<ul style="list-style-type: none"> Acquire information on Analyze Become familiar with Become knowledgeable about Become proficient in Develop/design Enhance my understanding of Gain skills in Implement Incorporate Investigate Learn about Learn how to Mentor Participate in Research Study 	<ul style="list-style-type: none"> How students learn and develop Identification, instruction and intervention for special populations Specific academic content Instructional strategies Interdisciplinary content Connection of content to life experiences and career opportunities Diagnostic, formative and summative assessments Analysis of data to monitor student progress and to plan, differentiate, and modify instruction Instructional design and delivery Resources to support learner needs Safe learning environment Strategies to motivate students to work productively and assume responsibility for learning Strategies to share responsibility with parents/caregivers to support student learning Collaboration with other educators on projects to promote student success Collaboration with community agencies to promote student success Positive impact on profession (e.g. mentoring another teacher) 	<ul style="list-style-type: none"> Increased educator effectiveness Improved results for students Professional learning needs Student Learning Needs Improved content knowledge Develop leadership capacity Improved academic decisions Advocate for students Improved classroom environment Promote collaboration with other educators Better use of educational resources Improved capacity to analyze and interpret data to promote student success Improved capacity to assess student progress Promote professional growth

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SMART Goals					Ohio Standards for the Teaching Profession
Specific	Measurable	Attainable	Results-based	Time-bound	
State the Action you will take	Describe an Area of Focus for the Learning	Include the Rationale	Add the Activities (optional)		Standards Alignment
I will acquire the knowledge needed to collect data, develop materials and put into place individualized learning /behavior plans that are appropriate for individual autistic children by working with the school system autism specialist and by attending autism workshops.					1, 4, 6
I will investigate intervention strategies to incorporate Response to Intervention (RTI) processes into my classroom in order to better differentiate student instruction by participating in in-services and district workshops.					1, 4
I will learn about strategies to improve student learning in the area of reading in order to incorporate them into my daily instructional practices.					2
I will enhance my skills in both interpreting and using data to appropriately adjust instruction to enhance student learning by participating in online training on Value Added.					3
I will enhance my skills in administering and collecting assessment data to appropriately plan interventions, to improve student learning and to identify special needs students by attending workshops and seminars on educational strategies, assessment tools and eligibility requirements.					3
I will continue to develop proficiency in technology that supports instruction through the internet, workshops, and ongoing tech updates.					4, 5
I will acquire multiple strategies to improve classroom discipline by participating in a building-level book study.					5, 6

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State the Action you will take	Describe an Area of Focus for the Learning	Include the Rationale	Add the Activities (optional)		Standards Alignment
I will promote collaboration among staff members to better align our curriculum by leading professional committees targeting long range planning for services to special needs students and families.					6
I will assist and help mentor resident educators to help them become successful special education educators by mentoring and sharing my knowledge, teaching strategies and materials used working with special needs students.					6, 7
I will enhance my abilities in educating students in order to improve student learning by attaining my Masters Degree in Curriculum Development.					7
I will attain Master Teacher designation in order to improve on my professional practices through the process of self reflection.					7
<p><u>Ohio Standards for the Teaching Profession</u></p> <ol style="list-style-type: none"> 1. Understand student learning and development and respect the diversity of the students they teach 2. Know and understand the content area for which they have instructional responsibility. 3. Understand and use varied assessments to inform instruction, evaluate and ensure student learning. 4. Plan and deliver effective instruction that advances the learning of each individual student. 5. Create learning environments that promote high levels of learning and achievement for all students. 6. Collaborate and communicate with students, parents, other educators, administrators and the community to support student learning 7. Assume responsibility for professional growth, performance and involvement as an individual and as a member of a learning community. 					