

PS III Professional Goals/Growth Plans

Alberta Learning requires that all teachers develop a professional goals/growth plan each year, and all Alberta school districts have specific policies and procedures for professional growth plans. Growth plans must include goals based on self-assessment of the individual teacher's learning needs and a clear connection to the Teaching Quality Standard (the Interim KSAs for PSIII interns). Professional growth plans also specify strategies for achieving goals, indicators or measures of goal achievement, and a timeline for completion. The intern develops a professional goals/growth plan, strategies, indicators of achievement and a timeline, and presents it to the school administrator, teacher mentor, and faculty mentor within 30 days of the beginning of the semester for review and discussion. The intern presents the completed growth plan, with evidence of achievement of professional goals, as part of their showcase portfolio presentation during the final conference between the intern, teacher mentor and school administrator at the end of the semester. The faculty mentor ensures that the intern has adequately completed the professional goals/growth plan at the end of the semester.

Initial Goals/ Growth Plan

At the beginning of PSIII internship, the intern must submit an initial professional growth plan to the teacher mentor, school administrator, and faculty mentor which includes:

- 2-3 professional development goals
- a short rationale for each goal
- suggested strategies to achieve the goals
- indicators of achievement
- a timeline for the plan

Final Goals/Growth Plan

At the end of the PSIII internship, the intern must submit a final professional growth plan to the teacher mentor, school administrator, and faculty mentor which includes:

The initial growth plan

- 2-3 professional development goals
- a short rationale for each goal
- a few suggested strategies to achieve the goals
- indicators of achievement
- a timeline for the plan

EXAMPLE of PSIII Professional Goal/Growth Plan

Goal 1: To implement differentiated instruction in social studies.

Rationale: Students in the class have a wide range of academic abilities.

Strategies: Engage students in jig-saw cooperative learning so students can support each other and work collaboratively.

Indicators of Achievement: Assessment of student knowledge via quiz and final group project.

Timeline: September to December

Goal 2: To work on classroom organization and management.

Rationale: During PSIII, I had some difficulties with students misbehaving. I feel I need to design more student-centred lessons.

Strategies: Develop student-centred lessons; increase student participation in class discussions. Ask Teacher mentor to observe me teach and provide me with feedback.

Indicators of Achievement: Fewer incidents of students' misbehaving. Students more engaged in class.

Timeline: September to December. Periodic meetings with Teacher Mentor.

Goal 3: To become involved in at least one co-curricular activity.

Rationale: I like to be involved in all aspects of a education.

Strategies: Speak to my Teacher mentor, the principal, the the fine arts teachers about projects or student clubs.

Indicators of Achievement: Involvement in at least one co-curricular activity.

Timeline: Any time during the term.