

**WAPPINGERS CENTRAL SCHOOL DISTRICT  
PROFESSIONAL GROWTH PLAN OPTIONS  
TENURED TEACHERS AND PUPIL PERSONNEL STAFF  
AND PERMANENT OCCUPATIONAL/PHYSICAL THERAPISTS AND THERAPIST ASSISTANTS**

Options available for tenured teachers and pupil personnel staff members in their Professional Growth Plans include, but are not limited to, the following:

**1. Peer Coaching**

An opportunity for 2 staff members to interact professionally to enhance instructional practices.

**2. Journal Writing**

A reflective narrative which allows the staff member to examine teaching style, delivery of support services, classroom management, student performance and/or other pertinent issues (minimum: weekly entry).

**3. Portfolio Development**

A selection of representative works

- a. Limit to 10 items that are directly related to defined focus
- b. Keep simple and easy to understand
- c. Let it evolve over the year to show growth and improvement in a specific area

**4. Video Taping Session(s)**

To record classroom environment with a specific purpose in mind. The videos would be used as a basis for personal improvement by the staff member involved (minimum of 3).

**5. Staff Member Requesting Observation**

The staff member requests that a particular person observe and share impressions and ideas. May include a peer, parent, outside professional, etc.

**6. Mentoring**

The staff member serves as a mentor for a new staff member in the school district or for a student teacher. A staff member may also be mentored by another staff member.

**7. Presenting to a Group of Educators**

The staff member presents a topic of interest and expertise to an appropriate group of professional educators (e.g., participating as a presenter in the district's ongoing inservice program or at a professional conference).

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### 8. Making Professional Visitations

An opportunity for the staff member to observe others and to gather information to enhance his/her own teaching/service skills and program. Visitations may be within the school district or in neighboring districts.

### 9. Attending Conferences/Seminars

Participation in conferences/seminars to learn instructional/service techniques and/or explore goal-related developments.

### 10. Doing Professional Reading

The staff member must document how these readings relate to the achievement of the target goals (minimum of 10 selections).

### 11. Taking College Coursework

Enrollment in coursework to enhance personal and professional growth. (Above and beyond coursework mandatory for appropriate certification.)

### 12. Participating in Collaborative Teaching

Two or more teachers working together to deliver instruction within or across curriculum areas and/or grade levels.

### 13. Taking Part in Program Improvement

The staff member or several staff members working together update(s) program, procedures, curriculum, etc.

### 14. Conducting Professional Research

The staff member or several staff members working together conduct(s) research to address a particular need, issue or problem.

### 15. Engaging in Professional Publication

Producing published works which relate to a staff member's field.

### 16. Technology Integration

Working on curriculum or program development by the integration of technology into instruction.

**17. Self-Assessment/Reflection**

The staff member reviews and assesses his/her own instructional practices by means of activities such as self-analysis and peer, student or parent input, and makes appropriate modifications.

**18. Other Options**

Creative ideas which are mutually agreed upon are respected and encouraged.

Confidentiality is required, as appropriate, for all professional growth activities. (For example, a personal reflection on practices journal would not be shared in its entirety with other staff members, however, a synopsis prepared by the staff member or selected entries chosen by the staff member may be shared.) Artifacts will remain the property of the teacher.





**TARGET PERFORMANCE AREAS**

**Classroom Teacher**

Preparational Competencies  
Instructional Skills and Techniques  
Classroom Management Skills  
Knowledge of Subject  
Teacher-Student/Teacher-Parent Interaction  
Other Job-Related

**Library Media Specialist**

Preparational Competencies  
Instructional Skills and Techniques  
Library Management Skills  
Knowledge of Subject  
Librarian-Student Interaction  
Other Job-Related

**School Social Worker**

Utilization of District & Community Resources  
Interpersonal/Communication Skills  
Professionalism  
Counseling Program  
Participating in Pupil Review Team and  
Committee on Special Education  
Other Job-Related

**School Psychologist**

Referrals/Assessments  
Utilization of District & Community Resources  
Participation in CST/CSE Review Process  
Professional Competencies  
Counseling  
Interpersonal/Communication Skills  
Other Job-Related

**Guidance Counselor**

Guidance and Counseling Competencies  
Counseling/Conferencing Competencies  
Guidance and Academic Planning Skills  
Professionalism  
Other Job-Related

**OT/PT Therapist**

Planning and Record Keeping  
Instructional Skills and Techniques  
Communication Skills  
Management/Supervisory Skills  
Other Job-Related

**Speech Therapist**

Planning/Record Keeping  
Therapy/Instruction  
Interpersonal/Communication Skills  
Professionalism  
Referrals/Procedures  
Assessment  
Other Job-Related

**WAPPINGERS CENTRAL SCHOOL DISTRICT  
EVALUATION FOR PROFESSIONAL DEVELOPMENT  
PROFESSIONAL GROWTH PLAN YEARS  
TENURED TEACHERS AND PUPIL PERSONNEL STAFF  
AND PERMANENT OCCUPATIONAL/PHYSICAL THERAPISTS AND THERAPIST ASSISTANTS**

Name: \_\_\_\_\_ Title: \_\_\_\_\_

School: \_\_\_\_\_ Department: \_\_\_\_\_ School year: \_\_\_\_\_

Evaluator: \_\_\_\_\_ Title: \_\_\_\_\_

**A. TARGET PERFORMANCE AREA(S):**

\_\_\_\_\_  
\_\_\_\_\_

**B. TARGET DESCRIPTION:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. EVALUATION:**

Performance Improvement Target was:

\_\_\_\_ Fully Accomplished      \_\_\_\_ Partially Accomplished      \_\_\_\_ Not Accomplished

**Staff Member's Comments:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Staff Member's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Evaluator's Comments:**

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Evaluator's Signature \_\_\_\_\_ Date \_\_\_\_\_