

1. Assessment and Evaluation (Instruction and Professional Responsibilities)

- a. To apply technology as an effective assessment tool.
- b. To construct effective evaluation instruments (rubrics) for use in my role.
- c. To expand the number and types of assessment tools utilized in my current role.
- d. To apply assessment data to instruction.
- e. To correctly interpret and apply test scores.
- f. To seek input from parents and students for the purpose of improving instruction, classroom practices, and/or other job related activities.
- g. To seek input from colleagues and/or other staff members for the purpose of improving job-related practices.

2. Content and Professional Knowledge (Professional Responsibilities and Planning and Preparation)

- a. To apply technology as an effective content tool.
- b. To gain knowledge of other professions.
- c. To acquire further knowledge and skills in a specific content area: _____.
- d. To increase understanding of age-appropriate and developmental characteristics of students.
- e. To acquire and demonstrate use of educational theory and/or philosophy.

3. Communication Skills (Professional Responsibilities and Instruction)

- a. To apply technology as an effective communication tool.
- b. To present to various audiences.
- c. To enhance speaking skills.
- d. To enhance writing skills.
- e. To enhance community-school relations.
- f. To enhance/increase communication with specific group: _____.

4. Instructional Methodology (Instruction, Classroom Environment, and Planning and Preparation)

- a. To improve students skills in _____.
- b. To integrate higher-order thinking skills into daily learning activities
- c. To facilitate opportunities for students to teach themselves and others (cooperative learning etc.)
- d. To have students become more proficient in solving problems by using a variety of tools and knowledge.
- e. To teach effectively across many disciplines.
- f. To develop interdisciplinary unit(s) of instruction which focus on : _____.
- g. To develop strategies to improve the learning environment for all students.
- h. To implement a variety of teaching methods that result in increased student achievement.
- i. To create a new and relevant unit of study in _____.
- j. To initiate and pilot an innovative project _____.

5. Interpersonal Skills (Professional Responsibilities, Classroom Environment, Planning and Preparation)

- a. To apply technology as an effective interpersonal tool.
- b. To encourage others to achieve and succeed.
- c. To coordinate and direct the efforts of others.
- d. To facilitate groups to accomplish established goals.
- e. To motivate self and others.
- f. To develop and demonstrate personal leadership skills.
- g. To assess and monitor interpersonal skills.

6. Organizational and Leadership Skills (Professional Responsibilities, The Classroom Environment, Planning and Preparation)

- a. To apply technology as in effective management tool.
- b. To seek out and apply for outside resources (example: grant writing).
- c. To collect data to use in planning and problem solving.
- d. To create conditions and environment for productive performance.

- e. To establish vision that encourages performance of self and others.
- f. To learn planning and organizational skills that improve self and others.
- g. To develop strategies to manage groups of people.
- h. To obtain skills for working with community members, colleagues, support staff, and/or supervisors.
- i. To implement specific strategies/programs to promote positive and improved student behavior.

7. Skills To Meet The Special Needs of Students (Instruction, Planning and Preparation, The Classroom Environment and Professional Responsibilities)

- a. To adapt instruction to all skill levels.
- b. To apply technologies as effective intervention tools.
- c. To increase awareness about specific topics relative to the special needs of students (i.e. divorce, death, abuse, etc.)
- d. To sensitize all students to the needs of individuals (i.e. respect for differences, etc.)
- e. To understand social, emotional, and developmental needs of students.
- f. To meet the needs of diverse populations.
- g. To develop a program which fosters respect for the diversity of people.
- h. To learn and apply ways of developing positive self concepts in students.
- i. To implement inclusion techniques for special education students.
- j. To understand differences in how students learn and provide instruction to accommodate such diversity. To understand how students learn and develop, and create opportunities for each students academic development.
- k. To understand how students learn and develop, and create opportunities for each students academic development.
- l. To work cooperatively with a colleague to make appropriate changes for specific students.

8. School District and/or Work Site Specific Goals (Professional Responsibilities and Planning and

- a. To increase proficiency test scores by aligning curriculum, assessment, instructional strategies, and/or use of technology.
- b. To improve public perception of school building/district.
- c. To develop a supportive mentoring program.
- d. To increase volunteers in classroom, building, and/or district.
- e. To develop and enhance classroom, building, and/or district communication tools.
- f. To develop specific goals that are related to district's strategic plan.

9. Community Partnerships (Planning and Preparation and Professional Responsibilities)

- a. To work with parents/family members, school colleagues, and community members support students learning and development.
- b. To become acquainted with community resources in order to utilize them effectively in current role.
- c. To establish a specific community partnership with my building and/or class. To develop a mentoring program utilizing a specific group of community members.

10. Administrative Skills (Professional Responsibilities)

- a. To apply technology as an effective administrative tool.
 - b. To identify and follow-through on a set of goals specific to the needs of my current assignment.
 - c. To increase personal communication skills to be used by me with staff members.
 - d. To research various management styles and employ the use of one. To determine its effectiveness given my role.
 - e. To assess my leadership and administrative strengths and weaknesses based upon input from individuals with whom I come into contact.
 - f. To develop an incentive program for use with my staff members:
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