

# North Carolina Department of Health and Human Services Experienced Educator Individual Growth Plan

Name \_\_\_\_\_ School \_\_\_\_\_

Assignment \_\_\_\_\_ Renewal Cycle \_\_\_\_\_ - \_\_\_\_\_

## 1. Self-Assessment

**A. Strengths** List your strengths and briefly explain how they positively impact your learning community.

**B. Areas to be Further Strengthened** List areas you would like to strengthen and explain their potential impact on your learning community.

## 2. Alignment of Individual Goals to State Board of Education and School Improvement Goals

Choose your goals from the areas listed above. Then, complete the chart below to show how your three individual goals align with the state and school/facility goals (listed on the next page).

Individual Goal	SBE Goal Addressed	School/Facility Goal Addressed
A.		
B.		
C.		

# North Carolina State Board of Education Goals

## **Priority 1: High Student Performance**

- 1.1 Every child ready for school
- 1.2 Rigorous and relevant academic standards and assessment systems for every student
- 1.3 Every student masters essential knowledge and skills
- 1.4 Every student graduates from high school
- 1.5 Every student a lifelong learner and ready for work

## **Priority 2: Safe, Orderly and Caring Schools**

- 2.1 Learning environments inviting and supportive of high student performance
- 2.2 Schools free of controlled and illegal substances and all harmful behavior
- 2.3 Mutual respect of students, teachers, administrators, and parents
- 2.4 Adequate, safe education facilities that support high student performance

## **Priority 3: Quality Teachers, Administrators, and Staff**

- 3.1 Professional preparation aligned with state priorities
- 3.2 A system to develop, train, and license a B-K professional staff for public schools
- 3.3 A system to recruit, retain, and compensate a diverse corps of quality teachers, administrators, and staff
- 3.4 A system to ensure high performance of teachers, administrators, and staff
- 3.5 A system of continuous learning and professional development to support high performance of all employees
- 3.6 High ethical and professional standards for all employees

## **Priority 4: Strong Family, Community, and Business Support**

- 4.1 State education priorities responsive to the needs of the family, community, and business customers
- 4.2 A comprehensive and aligned system of support for the academic success and General well-being of all children
- 4.3 A system to build the capacity of local districts to create, respond to, and sustain Meaningful partnerships

## **Priority 5: Effective and Efficient Operation**

- 5.1 Components of the education system aligned to achieve high performance
- 5.2 Decision making authority and control at the most appropriate level closest to the classroom
- 5.3 Information and accountability systems capable of reporting strategic and operational results
- 5.4 A funding system that provides adequate and aligned financial and personnel resources to maximize educational achievement

4. **Timeline for Achievement** List your individual goals, the actions you will take to achieve those goals, and the timeline for doing so.

<b>Individual Goal (Note SERVE dimensions for Formative Year)</b>	<b>Actions</b>	<b>Timeline</b>
A.		
B.		
C.		

**Educator Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Supervisor Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**5. Mid-Year IGP Review** Complete this portion between December 1 and February 1 each year of the renewal cycle.

**Mid-year Review for Year**    1    2    3    4    5    **of Renewal Cycle** \_\_\_\_\_ - \_\_\_\_\_

**Check One:** This is a \_\_\_\_ **Summative Cycle Year**    \_\_\_\_ **Formative Cycle Year**.

**A. Summarize progress that you have made on your individual goals to this point.**

**B. Describe any necessary changes in your timeline for this year.**

**Additional Educator Comments:**

**Educator Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Supervisor Comments:**

**Supervisor Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**6. Year End IGP Review** This section should be completed in conjunction with the educator's year-end evaluation.

**A. Accomplishments** Describe the goals which have been achieved and the evidence on which this determination has been made. Use additional space as needed.

**B. Number of Renewal Credits Completed this Year** \_\_\_\_\_

**C. Impact on your Learning Community** Describe the impact of your professional development activities on your learning community citing specific examples as applicable. Use additional space as necessary.

**D. Focus for Next Year** Be sure to tie this to your individual goals, the areas for improvement identified on your evaluation, and student performance.

**E. Comments from Educator**

**F. Comments from Supervisor**

**Final IGP Review for Year** 1 2 3 4 5 of Renewal Cycle \_\_\_\_\_ - \_\_\_\_\_

**Evaluation for Next Year (check one):** \_\_\_\_\_ **Summative**                      \_\_\_\_\_ **Formative**

**Educator Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Supervisor Signature** \_\_\_\_\_ **Date** \_\_\_\_\_