

# Professional Improvement Plan

Teacher \_\_\_\_\_ Date \_\_\_\_\_

Assignment \_\_\_\_\_ School \_\_\_\_\_

Principal \_\_\_\_\_

Second Evaluator (if applicable) \_\_\_\_\_

A Professional Improvement Plan must address each Principle that is not met. Refer to the Springfield Public Schools' Teacher Evaluation and Development System, p.5, "*Professional Improvement Status*".

(Use a separate professional improvement form for each principle not met.)

<b>Principle and indicators not met</b>		
	<b>REQUIREMENTS</b>	<b>FEEDBACK</b>
Specific requirements which must be met to achieve " <i>Meets Expectations</i> "	<b>1.</b>	<b>1.</b>
	<b>2.</b>	<b>2.</b>
	<b>3.</b>	<b>3.</b>
	<b>4.</b>	<b>4.</b>
Support and assistance which will be offered to help the teacher		
Date(s) for Progress Review and Feedback		Date for next observation:

**Signatures**

Principal \_\_\_\_\_ Date \_\_\_\_\_

Second Evaluator (if applicable) \_\_\_\_\_ Date \_\_\_\_\_

Teacher \_\_\_\_\_ Date \_\_\_\_\_

Professional Improvement Plan Evaluation	Rating		Comments/ Recommendations
		1 – Meets Principle	
		2 – In progress	
		3 – Does not meet principle	

Signatures signifying plan has been successfully completed:

Principal \_\_\_\_\_ Date \_\_\_\_\_

Second Evaluator (if applicable) \_\_\_\_\_ Date \_\_\_\_\_

Teacher \_\_\_\_\_ Date \_\_\_\_\_

**PROFESSIONAL IMPROVEMENT PLAN – EXAMPLES OF RESOURCES TO APPLY**

The principal and teacher will consult to identify the best possible resources, including ILS, Directors, Supervisors and others, available to help the teacher improve his/her practice. Some, but not all, of the resources or programs that might be considered include:

- Observing effective practice ( In-district or out of district )
- Coaching support
- Mentoring
- Peer observation
- Co-planning and/or co-instruction
- Use of critical friends
- Observation by requested observer for technical or professional advice and assistance
- Professional research and/or literature
- Any other activities mutually agreed upon by the principal and teacher
- College course work
- District Professional Development