

It has become apparent that there are misunderstandings regarding Professional Growth Plans. OTES 2.0, Observation Cycle 1 (including PGPs) has been extended from Friday, January 17 to **Friday, January 31**. Below you will find some of the parameters surrounding them.

Professional Growth Plan

- In the OTES 2.0 Pilot year, teachers identify **one** Professional Growth Plan goal. The goal is an individual teacher goal to improve their practice, **not** a student growth goal.
- The goal must be measurable. This means that you are able to show evidence of making progress towards the goal. It does **not** mean it needs to be a number.
- Actions steps towards the acquisition of the goal and any needed support shall also be identified on the PGP.
- Evidence of progress towards the goal will be collected throughout the evaluation period by the teacher.
- One to two Focus Areas will be identified on the Professional Growth Plan, but does not have to connect to the one Professional Growth Plan goal.
- Two measures of HQSD will also be identified on the Professional Growth Plan but is not connected to the Focus Area(s) or the one Professional Growth Plan goal.
- The completed PGP should be submitted to the administrator by the teacher via the OhioEs electronic portal by **Friday, January 31, 2020**.
- PGP requires Teachers to enter a completion date for the plan. This year Teachers should enter May 1. However, Teachers should be prepared to discuss their PGP progress during their Holistic Conference which is collaboratively scheduled with their evaluator at the end of the evaluation.
- Be aware that Teacher Goals are limited to 255 characters in the OhioES system.
- When Teachers have completed their PGP they should click the "submit to their evaluator for review" button.
- Please avoid clicking on the "complete with attachments" button on the top right hand corner of the screen.
- Teachers who are serving in an out-of-classroom position are exempt from OTES and do **not** complete a PGP. Guidance on their evaluation is located in the Schoology Teacher Evaluation course.
- A hard copy of the PGP for Teachers who are not in the OhioES system, is on the next page.
- The PGP asks teachers to identify how their goal will align with the district or building improvement plan. On the third page of this document you will see some examples of district and building goals that a teacher goal might align to.
- Contact Kendra Phelps at kphelps@cft-aft.org if you have additional questions.

Professional Growth Plan

Teacher Name:		Evaluator Name:		Self-Directed: Jointly Developed: Evaluator guided:	
Choose the Domain(s) aligned to the goal(s).					
<ul style="list-style-type: none"> ○ Focus for Learning ○ Knowledge of Students ○ Lesson Delivery ○ Classroom Environment ○ Assessment of Student Learning ○ Professionals Responsibilities 					
Measurable Goal Statement(s) Demonstrating Performance on Standards		Action Steps & Supports/Resources needed to Achieve Goal		Evidence Indicators of Progress	
Dates Discussed					
Describe the alignment to district and/or building improvement plan(s):					
Sources of High-Quality Student Data:					
Comments:					

Teacher Signature

Date

Evaluator Signature

CPS STRATEGIC PLAN

- **Student-Centered Decision Making**
We put students first.

- **Health and Safety**
We focus on personal well-being.

- **Community Engagement**
We are empowered by our communities.

- **Optimized Capabilities**
We get better.

CPS KEY DRIVERS

- **Activated Students and Families**
- **Instructional Practices Learning is Visible**
- **On Grade Level Work**
- **Safe and Healthy Culture for Learning**
- **Distributed Instructional Leadership**

BUILDING GOALS

- **Vision 2020 Programs**
- **Team/Department Focus**
- **Curriculum Implementation or Work**
- **PBIS Plan**
- **One Plan**