



Lakewood City Schools

Individual Professional Development Plan
(Please submit three copies)

Name _____

Present Assignment _____ Bldg. _____

Certificate(s) to be converted _____

License(s) to be renewed _____

Expiration date(s) _____ Issuance Date(s) _____

Date of Submission _____ original _____ revision

Your IPDP must include goals taken from the following. Please check a total of three (3).

Assessment and Evaluation

- ___ Apply technology as an effective assessment tool.
- ___ Construct effective evaluation instruments (rubrics) for use in my role.
- ___ Expand the number and types of assessment tools utilized in my current role.
- ___ Apply assessment data to instruction.
- ___ Correctly interpret and apply test scores.
- ___ Seek input from parents and students for the purpose of improving instruction, classroom practice, and/or other job-related activities.

Content and Professional Knowledge

- ___ Apply technology as an effective content tool.
- ___ Acquire further knowledge and skills in a specific content area: _____.
- ___ Increase understanding of age-appropriate and developmental characteristics of students.
- ___ Acquire and demonstrate use of educational theory and/or philosophy.

Communication Skills

- ___ Apply technology as an effective communication tool.
- ___ Present to various audiences.
- ___ Enhance speaking skills.
- ___ Improve writing skills.
- ___ Further develop community-school relations.

Instructional Methodology

- ___ Improve students' specific skills in _____.
- ___ Integrate higher-order thinking skills into daily learning activities.
- ___ Facilitate students to teach themselves and others (cooperative learning, etc.).
- ___ Have students become more proficient in solving problems by using a variety of tools and knowledge.
- ___ Teach effectively across many disciplines.
- ___ Develop interdisciplinary unit(s) of instruction which focuses on _____.
- ___ Develop strategies to improve the learning environment for all students.

Instructional Methodology (Cont.)

- ___ Implement a variety of teaching methods that result in increased student achievement.
- ___ Create a new and relevant unit of study in _____.
- ___ Initiate and pilot an innovative project: _____.

Interpersonal Skills

- ___ Apply technology as an effective interpersonal tool.
- ___ Encourage others to achieve and succeed.
- ___ Coordinate and direct the efforts of others.
- ___ Facilitate groups to accomplish established goals.
- ___ Motivate self and others.

Organizational and Leadership Skills

- ___ Apply technology as an effective management tool.
- ___ Seek out and apply for outside resources (example: grant writing).
- ___ Collect data to use in planning and problem solving.
- ___ Create conditions and environment for productive performance.
- ___ Establish vision that encourages performance of self and others.
- ___ Learn planning and organizational skills that improve self and others.
- ___ Develop strategies to manage groups of people.
- ___ Obtain skills for working with community members, colleagues, support staff, and/or supervisors.
- ___ Implement specific strategies/programs to promote positive and improved student behavior.

Skills to Meet the Special Needs of Students

- ___ Adapt instruction to all skill levels.
- ___ Apply technologies as effective intervention tools.
- ___ Increase awareness about specific topics relative to special needs students (i.e. divorce, death, abuse, etc.).
- ___ Sensitize all students to the needs of individuals (i.e. respect for differences, etc.).
- ___ Understand social, emotional and developmental needs of students.
- ___ Meet the needs of diverse populations.
- ___ Develop a program that fosters respect for the diversity of people.
- ___ Learn and apply ways of developing positive self-concepts in students.
- ___ Implement inclusion techniques for special education students.
- ___ Understand differences in how students learn and provide instruction to accommodate such diversity.
- ___ Understand how students learn, develop and create opportunities for each student's academic development.
- ___ Work cooperatively with a colleague to make appropriate changes for specific students.



School District Continuous Improvement Plan and/or Building Specific Goals

- ___ Increase proficiency test scores by aligning curriculum, assessment, instructional strategies and/or use of technology.
- ___ Improve public perception of school building/district.
- ___ Develop a supportive mentoring program.

Community Partnerships

- ___ Work with parents/family members, school colleagues and community members to support students' learning and development.
- ___ Become acquainted with community resources in order to utilize them effectively in current role.
- ___ Establish a specific community partnership with my building and/or class.
- ___ Develop a mentoring program utilizing a specific group of community members.

Administrative Skills

- ___ Apply technology as an effective administrative tool.
- ___ Identify and follow through on a set of goals specific to the needs of my current assignment.
- ___ Increase my personal communication skills with staff members.
- ___ Research various management styles and employ the use of one to determine its effectiveness given my role.
- ___ Assess my leadership and administrative strengths and weaknesses based upon input from individuals with whom I come into contact.
- ___ Develop an incentive program for use with my staff members:

(be specific).

Please attach any other additional, relevant information.

Employee Signature _____ Date _____

PLEASE RESUBMIT A REVISED IPDP TO THE LPDC IF YOUR GOALS CHANGE.

IPDP / LPDC COMMITTEE USE

Your Individual Professional Development Plan was: _____ Approved _____ Not Approved
