

**Professional Growth Plan (PGP)  
2011 -2012**

Sample Form C

<b>School or District Problem of Practice:</b> <i>[Elementary]</i>		We have an achievement gap between proficient and non-proficiency learners in literacy, particularly in low SES and African-American Male populations. These students are not receiving sufficient targeted interventions. SBATs should focus on this to better utilize technology and classroom strategies.	
<b>SMART Goal:</b> <b>ACSIP</b>	By the end of this school year: combined population will meet or exceed 85.60% proficient or advanced in Literacy on AR Augmented Benchmark. 3 <sup>rd</sup> -5 <sup>th</sup> grade African American students will increase by 6% from 77.6% to 83.6% the number proficient or advanced. Low SES will increase by 6% from 75.3% to 81.3% in the proficient and above category.		
<b>AR Principal Evaluation System Standard:</b> 3. A school administrator is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.		<b>Function:</b> 3E. Ensure teacher and organizational time is focused to support quality instruction and student learning	
<b>Theory of Action</b>			
<b>Leadership Implementation Strategies</b>		<b>Results Indicators</b>	
<b>Sources of Data to Monitor</b>			
If I . . . schedule SBIT meetings, check attendance, participate in data analysis discussions, arrange for assessment walls, see selected instructional strategies in use	Then I expect to see Staff: attending SBIT meetings, come prepared and participate in data driven discussions, include strategies in lesson plans	Staff: SBIT attendance records, lesson plans, data analysis, classroom walkthroughs, teacher evaluations, AR Benchmark	
	Then I expect to see Students: engaged when chosen literacy strategies are used, in discussion demonstrating reading comprehension of selected passages	Students: Classroom Walkthroughs, posted student work, classroom informal discussion notes, TLI data and AR Benchmark	
<b>What steps are needed to ensure successful implementation of the leadership strategies?</b>			
Create master SBIT schedule, create my calendar for meeting attendance and monitoring activities, share requirements for documentation from all meetings to be sent to me, ensure chosen literacy strategies are covered on CWT, as well as other forms to gather instructional evidence, quarterly review and adjustment of this plan			

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Supervisor Signature: \_\_\_\_\_

Date: \_\_\_\_\_