|  |  |  |  |
| --- | --- | --- | --- |
| **Name:** |  | **School** |  |
| **School Year:** |  | **Select Goal #** |  |
| **Select Type of Goal:** [ ]  **Marzano Focused Non-Classroom Model Element:** [ ]  **Personal Choice**  |

**I. Area Identified for Development of Professional Practice**

|  |  |
| --- | --- |
| **What is the expected outcome you hope to achieve? What specifically do you hope to improve upon?** | **Rationale/Explain why you chose this goal** |
|  |  |

**II. Professional Learning Goal and Activities**

**GOAL: Ethical Practice: Instructional Support Personnel (Non-Classroom) #11**

**Instructional Support Personnel (Non-Classroom) shall act in accordance with legal and ethical responsibilities and shall use integrity and fairness to promote the success of all students.**

**Strategies/Activities (Choose from the following):**

[ ] **The Instructional Support Personnel (Non-Classroom) reflects on his/her personal biases and accesses resources to deepen his/her own understanding of cultural, ethnic, gender, and learning differences to build stronger relationships and create more relevant learning experiences.**

**[ ]  The Instructional Support Personnel (Non-Classroom) advocates, models, and teaches safe, legal, and ethical use of information and technology including appropriate documentation of sources and respect for others in the use of social media.**

**[ ]  The Instructional Support Personnel (Non-Classroom) promotes aspects of students’ well-being by exercising the highest level of professional judgment, and working cooperatively and productively with colleagues and parents to provide a safe, healthy, and emotionally protective school environment.**

**[ ]  The Instructional Support Personnel (Non-Classroom) maintains the confidentiality of information concerning students obtained in the proper course of the educational process and dispense such information only when prescribed or directed by federal and/or state statutes or accepted professional practice.**

**[ ]  The Instructional Support Personnel (Non-Classroom) maintains professional relationships with students and colleagues.**

**[ ]  The Instructional Support Personnel (Non-Classroom) provides access to various points of view without deliberate distortion of subject matter.**

**[ ]  The Instructional Support Personnel (Non-Classroom) fosters and maintains a school environment which protects students from sexually, physically, verbally, or emotionally harassing behavior by recognizing, understanding, and conducting themselves in a sound and professionally responsible manner.**

**[ ]  Other:**

**Follow-Up Activities (As appropriate)**

|  |  |  |  |
| --- | --- | --- | --- |
| **[ ]**  | Collaborate with PLC | **[ ]**  | Fine tune implementation of new strategies |
| **[ ]**  | Write a report / article | **[ ]**  | Collect and analyze student achievement data |
| **[ ]**  | Publish hard or electronic copy | **[ ]**  | Provide evidence of turn-key training |
| **[ ]**  | Apply for an award or grant | **[ ]**  | Share information with colleagues/department |
| **[ ]**  | Conduct action research | **[ ]**  | Expand the goal to a school or district initiative |
| **[ ]**  | Ongoing reading / research  | **[ ]**  | Other documentation as appropriate (specify) |
| **[ ]**  | Completion of a course, degree or certificate |  |  |

**III. District and School PDP Support**

|  |
| --- |
| Administration will meet with you throughout the school year to discuss your progress through the classroom observation and post-observation conference process. You are encouraged to discuss your needs and your progress with administration at other times as needed throughout the year.  |

***My signature below indicates that I have received a copy of this Professional Development Plan and that I understand and contributed to its contents.***

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff Person’s Signature** |  | **Date** |  |
| **Supervisor’s Signature** |  | **Date** |  |