

# **PROFESSIONAL GROWTH PLANS**

### **Background**

In a constantly changing school and community environment, it is essential for teachers to engage in ongoing, meaningful professional development.

School authorities, superintendents, principals, and teachers are responsible for facilitating quality improvement through each teacher's career-long professional growth. One aspect of this professional growth will be the development of an annual Professional Growth Plan by each teacher employed by Mother Earth's Children's Charter School (MECCS).

MECCS believes that the development of professional growth plans can achieve the following:

1. The creation of direction and focus in teaching.
2. An increased understanding and ability to implement the knowledge, skills and attitudes of quality teaching.
3. The coordination of teacher and school goals.
4. Recognition that change in education is ongoing.
5. The provision of opportunities for collegiality, collaborative planning and teaching development.
6. The creation of opportunities for relevant and useful dialogue about the art and craft of teaching.

### **Procedures**

1. The professional growth plan will include personal professional goals aligned to school goals.
2. The teacher will provide a copy of their professional growth plan to the Principal on or before October 15. The teacher will share the professional growth plan with the Principal, or designate.
3. The teacher and the Principal will meet a second time to review the attainment of the goals outlined in the teacher's professional growth plan. This meeting may occur near the end of the current school year, or at the beginning of the next school year, in conjunction with the presentation of the subsequent plan.

## **Administrative Procedure 414**

---

4. The Principal, after conducting the review, in consultation with the teacher, must make a finding whether the teacher has completed an annual teacher professional growth plan that complies with Procedure 3
5. The professional growth plan is the property of the teacher, to be returned to the teacher following the discussion of the attainment of the goals. (In the event of a teacher ceasing employment at a particular school, the plan will be returned to him/her before he/she leaves.)
6. The professional growth plan will not become part of the teacher evaluation process unless agreed upon by the teacher.

References: Sections 18, 20, 22, 39, 60, 61, 106, 107, 113 *School Act*  
*Freedom of Information and Protection of Privacy Act*  
*Certification of Teachers Regulation 3/99 (Amended A.R. 206/2001)*  
*Practice Review of Teachers Regulation 4/99*  
*Teaching Quality Standard – Ministerial Order 016/97*  
Teacher Growth, Supervision and Evaluation Policy  
*Guide to Education ECS to Grade 12*

Adopted: June 2011

Amended:

Due for Review: