# Managing Professional Growth with IPDPs, Evaluations, and PD Tracking in an Integrated Online Solution

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# Welcome & Introductions

A little bit about me…

A little bit about SAU #46…

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# Supervision & Evaluation @ MVSD

## *AGENDA*

- What was **happening**?
  - Some background information
- Our **vision**
- **Connecting** Evaluation and Professional Growth (PD)
- TeachPoint **integration**, flexibility, and responsiveness
- **Embedding** **I**ndividual **P**rofessional **D**evelopment **P**lans (IPDPs) into TeachPoint
  - *Competency Method and **Tagging***
  - *Processes and Procedures*
- **Demo**
- **Q&A**

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# What was happening?

- **Narrative** evaluations
- **Beginning** teachers only
- Decades (in some cases) without formal **feedback**

*https://vimeo.com/24234049*

- We were hoping to **avoid** these types of shows
- **Separate** goal setting, PD, and recertification processes

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# A New Model - *Relying on Experience*

- The New Supervision and Evaluation **Model**:
  - Danielson
  - Marshall
  - Marzano
  - NH Task Force
- "**Less is More**" style *(Danielson has 18 elements in Domain 3)*
  - Power/Essential Standards Philosophy
  - **Domain** Based Approach
    - What are the most impactful strategies in each Domain?
- "**Phasing**" in the New Model
- **Connecting** PD and **Goal** Setting
  - **Competency** Method vs. **Clock** Hours
- **PROFESSIONAL GROWTH AND EVALUATION MODEL**

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# Finding an Online Platform

- Previous experience
- **Demo** insights (*basement*)
- Discovering **TeachPoint**
- Breaking away from "analog" processes and the the great paper chase
- **Entrepreneurial** mindset
- Able to **connect** and **grow**
- **Intuitive** and efficient

*https://www.flickr.com/photos/64204416@N02/5847087749*

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# IPDPs – The NH Way

- **I**ndividual **P**rofessional **D**evelopment **P**lans (**IPDP**) are part of the educator renewal process in NH
- Certifications span a **3-year period**. Certified professionals must complete professional development to maintain and renew their certification
- NH Ed Rule - Ed 512.03 - **Individual Professional Development Plan**. (a) Each certified educator, including an educator with a professional certificate, shall develop, in collaboration with a supervisor or the supervisor's designee, an individual plan as follows…

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# Establishing TeachPoint Plans

## Plans were established and uploaded to TeachPoint…*(and have changed)*

*Plans for* ***Teacher Seven***

Active Plans

**Teacher-Developing**

START DATE
Nov 27, 2018

CURRENTLY IN
Year 1 of 1

PROGRESS
20%

EVALUATORS
Check Access

| Type | Plan Item | Due date | Progress | Complete |
|---|---|---|---|---|
| | **IPDP Form- Part 1 Goals** ✔ Part 1 - Individual Professional Development Plan (IPDP) *Nov 27, 2018* | Oct 1, 2019 | 1 of 1 Form | ✔ |
| | **Walk-Through Observation Form** (Create) | Apr 15, 2019 | 0 of 6 Forms | |
| | **IPDP Form- Part 2** (Create) | Jun 1, 2019 | 0 of 1 Form | |
| | **Professional Responsibilities** (Create) | Jun 1, 2019 | 0 of 1 Form | |
| | **Classroom Teacher Growth & Evaluation Plan Summative Scoring Sheet** (Create) | Jun 30, 2019 | 0 of 1 Form | |

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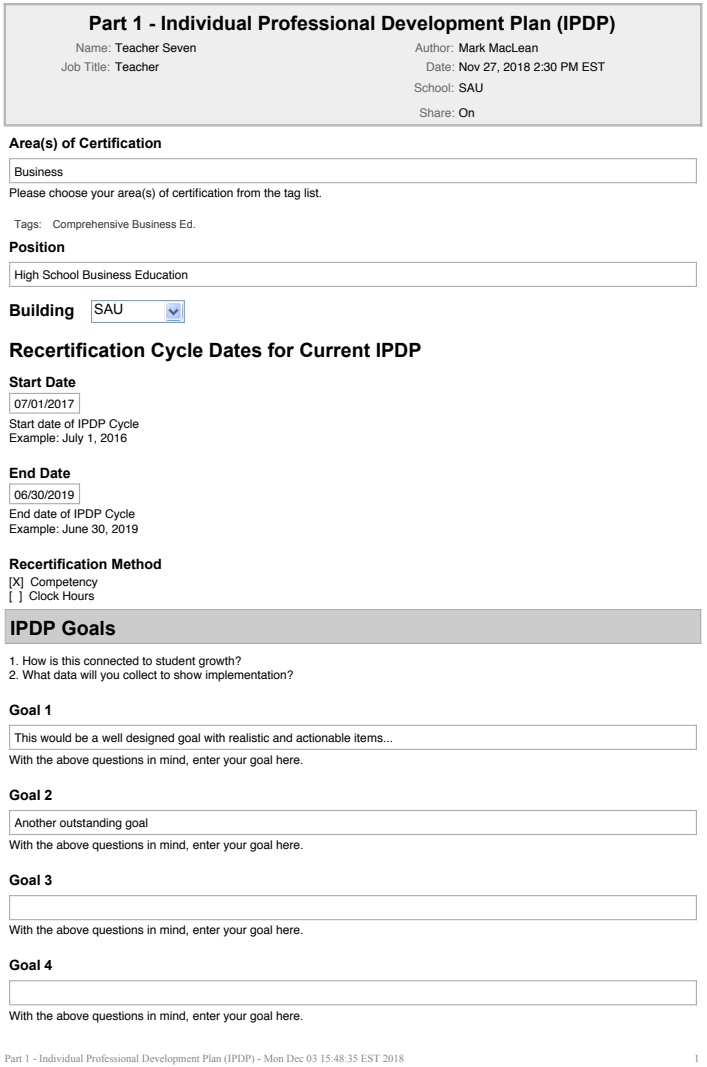
# Setting Goals – IPDP Part 1

## MVSD Sample – IPDP (Individual Professional Development Plan) – Part 1



**Part 1 - Individual Professional Development Plan (IPDP)**

Name: Teacher Seven
Job Title: Teacher
Author: Mark MacLean
Date: Nov 27, 2018 2:30 PM EST
School: SAU
Share: On

**Area(s) of Certification**

Business

Please choose your area(s) of certification from the tag list.

Tags: Comprehensive Business Ed.

**Position**

High School Business Education

**Building** SAU

**Recertification Cycle Dates for Current IPDP**

**Start Date**

07/01/2017

Start date of IPDP Cycle
Example: July 1, 2016

**End Date**

06/30/2019

End date of IPDP Cycle
Example: June 30, 2019

**Recertification Method**

[X] Competency
[ ] Clock Hours

**IPDP Goals**

1. How is this connected to student growth?
2. What data will you collect to show implementation?

**Goal 1**

This would be a well designed goal with realistic and actionable items...

With the above questions in mind, enter your goal here.

**Goal 2**

Another outstanding goal

With the above questions in mind, enter your goal here.

**Goal 3**

With the above questions in mind, enter your goal here.

**Goal 4**

With the above questions in mind, enter your goal here.

Part 1 - Individual Professional Development Plan (IPDP) - Mon Dec 03 15:48:35 EST 2018 1

- Goals are set in the fall as a means to "kick off" the **Professional Growth and Evaluation** efforts for the year
- These goals become "**labels**" or "**tags**" that are captured and used in connecting PD to recertification and evaluation – along with categorizing goal progress at the end of the year
- We'll login to a **demo** teacher to show forms on TeachPoint's platform

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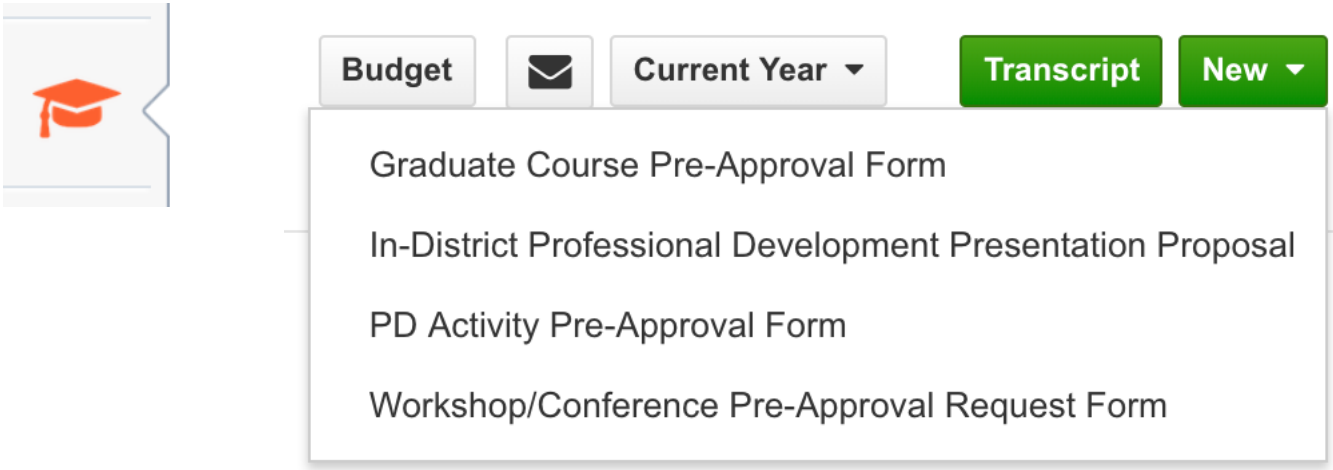
# Professional Development

- MVSD Teachers ask for pre-approval for PD events via **TeachPoint**




- These events are "**tagged**" with certification areas and approved goals

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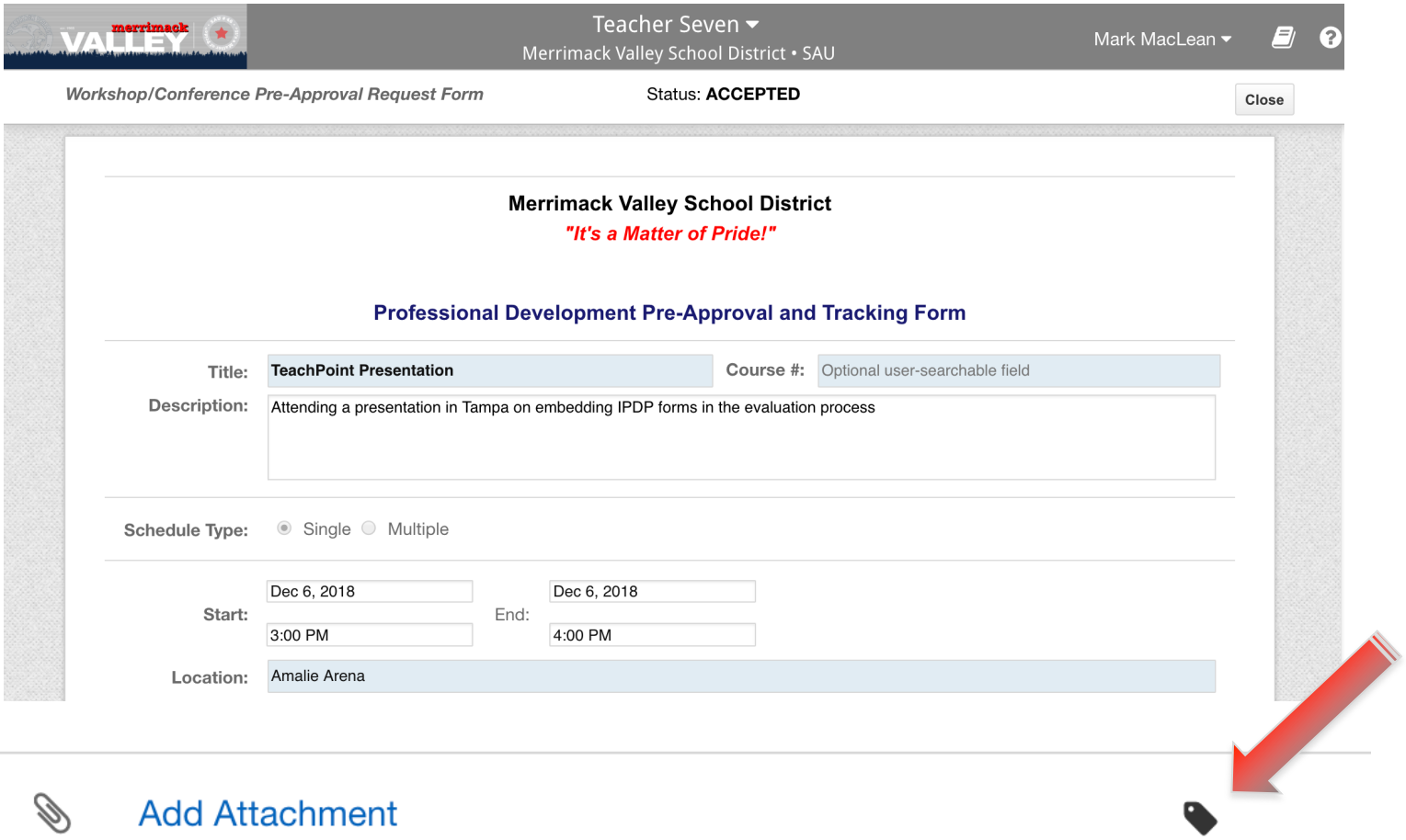
# “Tagging” a PD Request

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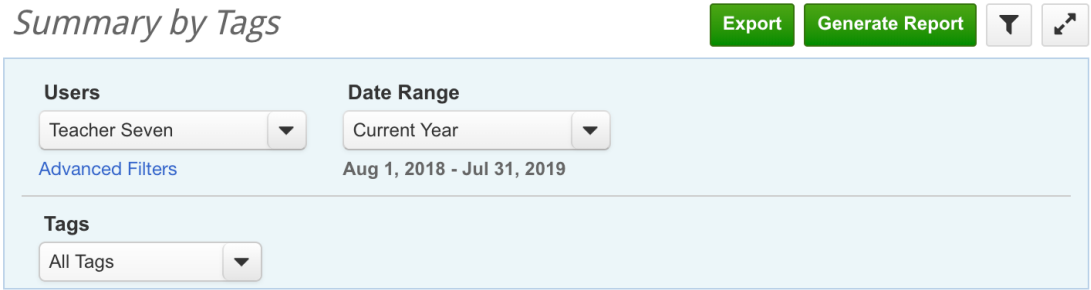
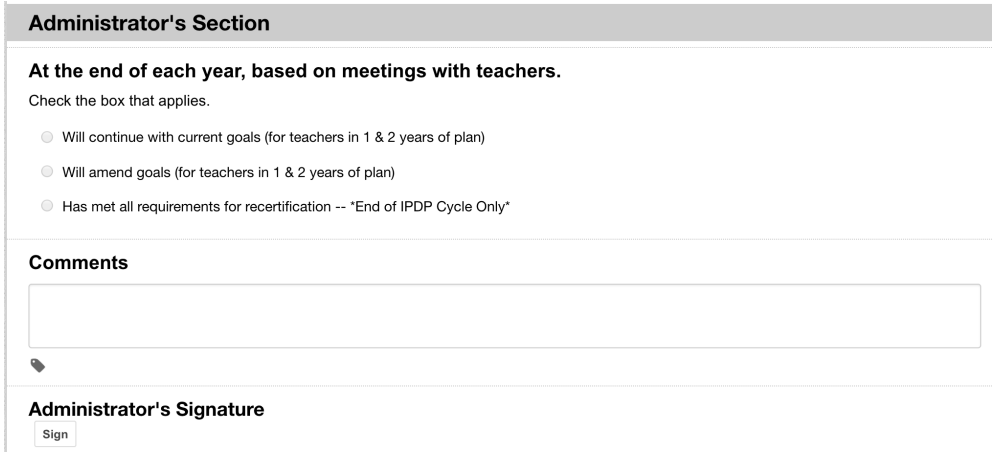
# IPDP – Part 2 – *End of Year*

- Reviewing Goal **Progress**
  - TeachPoint Reports

**Summary by Tags**
Summary of professional development activities by tags




- Administrative **Actions**

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# Changing Conversations

- Providing a “road map” for **success**
- **Celebrating** great teaching
- **Supportive**/coaching model
- Bringing **evidence** into the conversation
- Not about the accumulation of hours; focused on individualized **professional growth**
- Highlights **pedagogy** and practices
- Professional responsibilities and **data**

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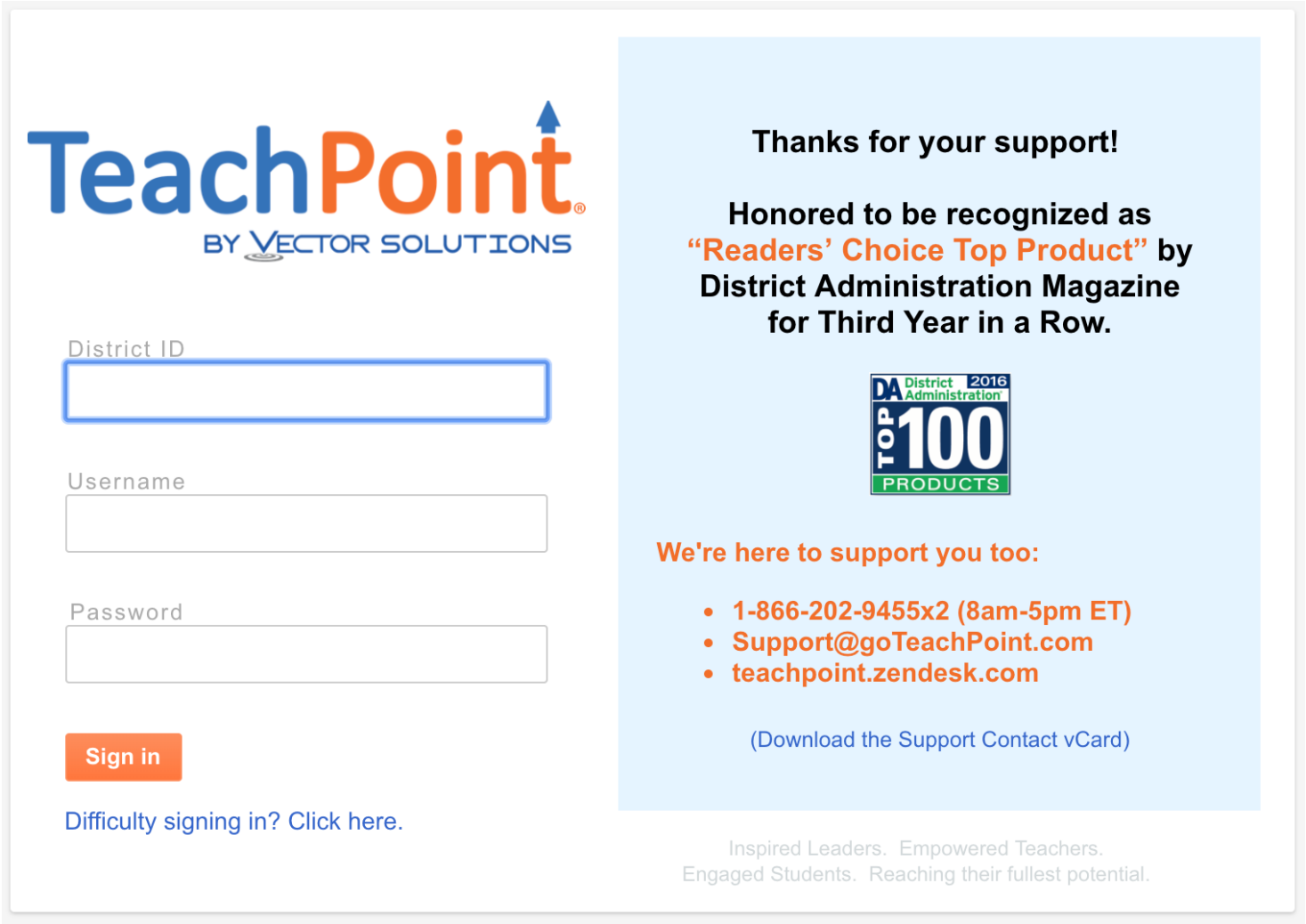
# Teacher Seven - Demonstration

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# QUESTIONS & ANSWERS

THANK YOU!

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