

Jean Lynch
4258 Main Street
Shelbyville, WI 12345
Phone: 555-123-1234
Email: principalmeier@abcmail.org

Educator profile:

PDP term: 5
Month/Year PDP Submitted for Goal Approval (*Initial Educators Only*): 12/2009
Month/Year Plan Submitted for PDP Verification: 06/2013
Years of educational experience: 13
License File Number: 000000
License Expiration Date: 6/30/2013
School district: Shelbyville Area School District
Current educational assignment: Principal
Years in current assignment: 1
Present Licensure Stage: Initial
Licensure Stage Sought: Professional
Professional Licensure Category: Administrator

Professional Development Plan

Step I: Self-reflection

In my time at Shelbyville, I have noticed we have a very congenial staff. Teachers genuinely care about each other and their lives. Teaching staff plan birthday celebrations, attend family functions, and help each other through difficult times.

Teachers also care about students. Staff members want children to be happy and feel cared about. Teachers are friendly and welcoming and generally know about students' lives.

I feel the focus of the school for the past 10+ years has been on maintaining an open and welcoming school, and to that end, has been very successful.

An emphasis on the relative poverty of the area has been made as well. Staff members tend to use the "school-wide Title 1" label as a badge of honor and explanation for anything that looks at all like an inability to achieve.

It is my view that we need to put the focus of our staff on collegiality and professional collaboration. We need to set up structures to provide for collaboration that will lead to a team/school-wide focus on improving student achievement. An emphasis on using data-both formative and summative - to inform our decisions and practices is needed. Creating an environment where it is ok to see what others are doing and how it is working without feeling judged is central to school improvement, in my opinion.

A. Description of School and Teaching, Administrative, or Pupil Services Situation

I have been licensed as a principal since 2008 and have been employed as the elementary principal at Shelbyville Elementary since July 1, 2009. I am the only administrator in a building of approximately 480 students and 60 staff.

Shelbyville Elementary is located in a rural community in north-central Wisconsin in Simpson County.

Shelbyville Elementary is quite homogeneous. Over 97% of students are identified as white. There are only two students of limited English proficiency. Approximately 15% of students are listed as having a disability. Over 40% of students are eligible for subsidized lunches.

The mission of the Shelbyville Area Schools, in partnership with family and community, is to provide a safe educational environment that fosters life-long learning and promotes the development of the whole individual seeking to cause students to become productive and responsible citizens in our ever-changing global society.

The School Board approved goals for the Shelbyville Area Schools are as follows for 2009-2010:

1. Students attending the Shelbyville Area School District will be provided an individualized education that will focus on the skills involved which support lifelong learning; an incorporation/application/appreciation of technology; and academic success on a daily basis.
 2. Parents and students will select the Shelbyville Area School District due to our quality academic program, commitment to improving test scores, and our willingness to address the ever-changing needs of our community and the students we serve.
 3. The Shelbyville Area School District will work toward developing lasting partnerships with our community. The benefits are significant, we gain learning opportunities for our students, and greater community support for our district. Our community benefits by capitalizing on what we can offer in return to them. (space, facilities, equipment, people with unique expertise).
 4. All teachers and those Para-professionals that work directly with the support of student learning will be expected to attain technological skills equivalent of those expected of our 8th grade students on the Tech Literacy assessment.
-

B. Description of Goal to be Addressed

Goal: I will research, implement, and evaluate the DuFour Professional Learning Community model as a method for ensuring continual improvement in professional practice and collaborative efforts in order to improve school culture and student achievement as evidenced by staff perception surveys and increased scores on computerized adaptive testing methods.

C. Rationale for the Goal: Links to Professional Situation and Wisconsin Educator Standards

Rationale for the Goal:

In my reflection upon the culture of the school, I have perceived that the staff is committed to the students and are very dedicated. However, a vision for learning and a collective plan for school improvement are not clearly evident. Focusing the efforts of our staff on common goals is necessary to make our efforts successful.

Implementing the PLC model will require that our school community develops a common vision of learning and that our staff remains good stewards of that vision (standard 2).

The PLC model by definition will help us to develop a culture of improvement of instructional programs and continuous professional growth (standard 3).

Licensure standards:

This goal addresses the following PI34 standards:

- **Administrator:** (2) The administrator leads by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared by the school community.
 - **Administrator:** (3) The administrator manages by advocating, nurturing and sustaining a school culture and instructional program conducive to pupil learning and staff professional growth.
-

D. Plan for Assessing and Documenting the Goal

Staff members will complete a staff perception survey prior to the implementation of the PLC model. A formative staff perception survey and summative staff perception survey will be administered as well. Results will be analyzed to determine if staff members perceive that the professional culture of our school has improved based on their ratings. Improved perception of our professional culture by staff should indicate that my professional growth has had a positive impact on our school.

Student data from computerized adaptive testing (such as NWEA MAP or similar) will be analyzed to determine changes in achievement in math and reading scores.

E. Plan to meet the Goal: Objectives, Activities, Timeline, and Plan for Collaboration

Objective: I will research and learn about the DuFour PLC method.

Activities	Timelines	Collaboration	Completed
I will read "Learning by Doing: A Handbook for Professional Learning Communities at Work" and other books and articles on the topic of PLCs.	Jan. 2010-May 2012		
I will join the AllThingsPLC online discussion group and participate in reading and discussion of PLCs.	March 2010-April 2013, monthly	I will work and discuss online with other educators interested in PLCs.	
I will visit a school that has implemented the PLC model and interview staff members to determine pitfalls and successes.	Feb. 2010-Dec. 2012	I will work with staff members from another school and develop a relationship that is mutually beneficial.	
I will attend workshop and conference sessions on the topic of the PLC model.	Jan. 2010-April 2013	I will make connections with other educators working with the PLC model.	

Objective: I will facilitate the implementation/development of the DuFour PLC model in our school.

Activities	Timelines	Collaboration	Completed
I will work with our School Improvement Team to facilitate the development of the school's mission, vision, values, and goals with our staff.	January 2010-December 2010	I will work with the members of the School Improvement Team as an equal partner.	
I will develop a school improvement team in our building that will focus on initiatives and practices to improve learning.	Jan. 2010-April 2013	I will work with the team members to determine priorities and meet bi-monthly or more.	

Objective: I will evaluate the effectiveness of the DuFour PLC model in improving school culture and student achievement in math and reading in our school.

Activities	Timelines	Collaboration	Completed
I will develop a staff perception survey of school culture and administer it prior to the implementations of the PLC model. A formative and summative staff perception survey will be utilized as well.	Jan. 2010-Apr. 2013	I will ask the Director of Instructional Improvement at our regional CESA office for guidance in developing the assessments.	
I will analyze and review data from computerized adaptive testing (such as the NWEA MAP assessment) to determine if scores in reading and math improve.	Jan. 2010-Apr. 2013	Scores will be reviewed by me, the School Improvement Team, and other staff.	