



Teacher Growth Planning

INITIAL PLANNING SHEET

Through the Growth Planning process educators will identify areas of focus in order to advance their practice. Educators will develop strategies that will support them in moving toward effective or highly effective practice in the elements they select as Instructional and Professional Growth Objectives, as well as moving toward meeting or exceeding a Data-Based Objective.

Directions for completing the Initial Planning Sheet:

- 1) Prior to completing your Initial Planning Sheet, please review your Self-Assessment and other relevant data, including student achievement data and other relevant artifacts (e.g., student work samples, lesson plans, classroom management routines). After reviewing your data, reflect on your practice in regard to the data and the LAUSD Teaching and Learning Framework, and complete your Initial Planning Sheet.
- 2) Complete the Instructional Growth Objective planning.
- 3) Complete the Professional Growth Objective planning.
- 4) Complete the Data-Based Objective planning.
- 5) Submit to your administrator on the My Professional Growth System (MyPGS) platform.
- 6) Review during your Initial Planning Conference.

I. Instructional Growth Objective

After reflecting on your practice and relevant data, please identify a Focus Element from Standards 1, 2, or 3 from the Teaching and Learning Framework to be the focus of your Instructional Growth Objective.

Instructional Growth Objective	
Focus Element	<i>Based on your review of your Self-Assessment and other data, what element will be your primary focus for moving closer toward effective or highly effective practice?</i>
Improvement of Practice	<i>Considering the rubric for the element identified above, what would you see and hear in your classroom when you improve your practice in this element?</i>
Teaching Strategies	<i>List the strategies that you will add to your classroom practice in order to achieve your objective.</i>
Action Steps	<i>List the action steps you will take to implement these strategies (i.e., observe colleagues, read research articles, attend professional development, etc.)</i>



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II. Professional Growth Objective

After reflecting on your practice and relevant data, please identify an element from Standards 4 or 5 from the Teaching and Learning Framework to be the focus of your Professional Growth Objective.

Professional Growth Objective	
Professional Growth Element	<i>Based on your review of your Self-Assessment and other data, what element will be your primary focus for moving closer toward effective or highly effective practice?</i>
Improvement of Practice	<i>Considering the rubric for the element identified above, what evidence would you have when you improve your practice in this element?</i>
Action Steps	<i>List the action steps you will take to move towards effective or highly effective practice in this element (i.e., observe and/or collaborate with colleagues, maintain a reflective journal, create parent newsletters, maintain professional portfolio, etc.)</i>

III. Data-Based Objective

Please select student data to reflect on (e.g., benchmark assessments, teacher-made or department-made tests, portfolios, progress reports, etc.).

After reflecting on your students' data, please respond to the following questions:

Data-Based Objective	
Learning Content	<i>What content area and standards are you addressing?</i>
Student Population/ Baseline	<i>What are your students' incoming performance levels? What do you know about your students' needs and abilities?</i>
Data-Based Objective	<i>What is the expected student performance outcome by the end of the instructional period?</i>
Teacher Growth Strategies	<i>List the strategies that you will add to your classroom practice in order to achieve your objective.</i>
Action Steps	<i>List the action steps you will take outside your classroom to help implement these strategies (i.e., analyze student data, observe colleagues, read research articles, attend professional development, etc.)</i>
Evidence Source	<i>What assessment(s) or student work product(s) will be used to measure whether students met the objective?</i>



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IV. Administrator Identified Objective(s)

After reviewing your Instructional and Professional Growth Objectives and considering evidence of your practice, your administrator may add additional growth objective(s). This objective may address any element in the Teaching and Learning Framework.

Administrator Identified Objective(s)	
Administrator Identified Element	
Improvement of Practice	<i>Considering the rubric for the element identified above, what would you see and hear in your classroom when you improve your practice in this element?</i>
Teaching Strategies	<i>List the strategies that you will add to your classroom practice in order to achieve your objective.</i>
Action Steps	<i>List the action steps you will take to implement these strategies (i.e., observe colleagues, read research articles, attend professional development, etc.)</i>