



Frisco Independent School District

Steps to Developing Your Individual Plan

You wouldn't dream of walking into a classroom without any idea what you want to accomplish. Why treat your own learning any differently? A plan with explicit goals provides structure for your learning. Use the following steps and the planning template to develop your individual professional development plan.

Step 1: Review the Quick Reference Course Planner for required and highly recommended courses.

- Before you use the planning template or guidelines below, find out what your specific requirements are.

Step 2: Review the components of good professional development

- It addresses individual needs to improve practice, but it balances those needs with the needs of the students, campus, and district.
- It focuses on improving student learning as the overall goal of professional development, and it connects the educator's individual goals to demonstrated student needs.
- It reflects school, district, and/or state educational initiatives.
- It includes reflection as a part of the individual's learning and growth. It includes documentation of the outcomes of the professional development activities.
- It utilizes the National Standards for Staff Development as a guide for developing and implementing personal learning goals.

Step 3: Ask yourself these questions to clarify your goals and begin planning

- What do I want all my students to know or do as a result of my teaching?
- How will I judge the quality of my students' work?
- How does my practice impact student achievement?
- Based on data, what do I know about my students' needs?
- How do my schools' goals and improvement plan impact my goals?
- How can I improve or strengthen my practice?
- How can I work with others to address my goals?
- How will I know I have accomplished my goals?
- What will I do when my students don't demonstrate mastery?
- How can I embed the professional development strategies I choose into my classroom day?

PDAS Evaluation Reflections:

(I've learned, grown, changed..., therefore I need to...)

Student Data Reflections

(I want students to be able to....therefore I need help to do....., therefore I need to....)