**Performance Improvement Plan (Support Professional)**

***Improvement Plan Team Members***

|  |
| --- |
| *Primary Evaluator:* |
| *Other Team Members:* |

***Note to Improvement Plan Team Members:***

Additional documentation should be kept describing interactions with educators to support their work toward achieving the goal listed in the Improvement Plan. This documentation can be uploaded using the Artifact Upload Tool. Additional Performance Improvement Plan forms can be assigned to the educator if additional growth goals are needed.

***Growth Goal***

***State your goal below. The goal should be specific and measurable.***

|  |
| --- |
|  |

***Alignment to Professional Practice***

|  |
| --- |
| * 1a. Works with educators and families to develop strategies and resources to meet the needs of students
 |
| * 1b. Uses and models effective communication with learners, colleagues and/or stakeholders
 |
| * 1c. Builds rapport with students promoting effective implementation of services
 |
| * 1d. Demonstrates flexibility and responsiveness
 |
| * 2a. Establishes service delivery and/or program goals and develops a plan to evaluate them
 |
| * 2b. Plans effectively for service delivery that is based on student data and knowledge of child development
 |
| * 2c. Implements service delivery that is student-focused, ensuring students have greater ownership in their education and well being
 |
| * 2d. Uses appropriate assessments to diagnose or identify and monitor student issues or programmatic progress and to adjust service/program delivery
 |

***Alignment to Professional Responsibilities***

|  |
| --- |
| * PR1: Understands and participates in school/district initiatives and activities
 |
| * PR2: Solicits, maintains records of, and communicates appropriate information about students’ behavior, learning needs, and academic progress
 |
| * PR3: Acts on the belief that all students can learn and advocates for students’ best interests
 |
| * PR4: Works toward a safe, supportive, collaborative culture by demonstrating respect for everyone, including other educators, students, parents, and other community members in all actions and interactions
 |
| * PR5: Acts ethically and with integrity following all school, district, and state policies
 |
| * PR6: Engages meaningfully in school and district professional growth opportunities and enhances professional growth by giving and seeking assistance from other educators in order to improve student learning
 |
| * PR 7: Writes and Implements a Professional Growth Goal that addresses personal, school, or district needs and aims at improving the support professional’s practice
 |

***Action Steps***

*Action Steps should describe what you will do to acquire the knowledge and skills necessary to achieve your goal. You should specify the anticipated date for completion of the action step and when you will check in with your evaluator to update progress toward each action step.*

***Action Step #1:***

|  |
| --- |
|  |

***Action Step #2:***

|  |
| --- |
|  |

***Action Step #3:***

|  |
| --- |
|  |

***Evidence of Achievement***

***What evidence will you use to demonstrate that your goal was met?***

|  |
| --- |
|  |

***Summary of supports provided to achieve your goal:***

|  |
| --- |
|  |

***Evaluator comments:***

|  |
| --- |
|  |

***Performance Improvement Plan Artifacts***

***Evidence*:**

Use the Artifact Upload Tool, accessible from your Educator Dashboard, to upload evidence for your Performance Improvement Plan.

--------------------------------------------------------------------------------------------------------------------------------------------------------

***At the end of the year, identify the extent to which the goal has been achieved.***

**Goal Status** (Circle One)**:**

|  |  |  |
| --- | --- | --- |
| Achieved | Not Achieved | In Progress |

***Additional Comments:***

|  |
| --- |
|  |