

- New beginning teacher
- New experienced teachers

- All career teachers who are demonstrating continued competence on the Iowa Teaching Standards

- Career teachers in need of specific professional assistance in identified area(s) of the Iowa Teaching Standards

Purpose:

- To insure that the Iowa Teaching Standards are understood, accepted, and demonstrated
- To provide support in the implementation of the Iowa Teaching Standards
- Accountability for decisions to continue employment
- To provide documentation on the Iowa teaching standards and criteria for licensure recommendation

Purpose:

- To enhance professional growth
- To focus on district school improvement goals
- To focus on continuous implementation of the Iowa Standards

Purpose:

- To enable a-career teacher the opportunity to seek assistance in meeting any of the Iowa Standards
- To provide a structured process for supporting and directing needed help in any of the Iowa Standards

Process:

- Classroom observation and feedback
- Portfolio development
- Required professional development activities through the district induction program and district career development plan

Process:

- Continuous review of the implementation of the Iowa Standards and criteria and continued documentation that the career teacher meets the district expectations and the Iowa teaching standards through

Process:

- Phases
 1. Awareness
 2. Assistance
- Development and implementation of a professional assistance plan for not longer than twelve months

Date: _____ Target Completion Date: _____

District CSIP Goals addressed in this plan (Check all that apply):

<input type="checkbox"/> Reading	<input type="checkbox"/> Math	<input type="checkbox"/> Science	<input type="checkbox"/> Technology	<input type="checkbox"/> Culture/Climate
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General Focus of Plan _____

Specific Goal(s) _____

Proposed Strategies/Activities: _____

Projected Products: _____

Teacher

Date

Administrator

Date

1. Enhance Student Achievement
2. Content Knowledge
3. Planning and Preparation
4. Instructional Strategies
5. Monitoring Student Learning
6. Classroom Management
7. Professional Growth
8. Professional Responsibilities

- Staff members overall performance—comments and reflections

Next Meeting Date: _____

Teacher Signature and Date: _____

Administrator Signature and Date: _____

Evidence of Resolution:

CONCERN RESOLVED, RETURN TO PLAN II

CONCERN NOT RESOLVED, RECOMMEND MOVEMENT TO ASSISTANCE PHASE

Plan (Methods/Strategies):

Proposed Timeline:

Indicators of Progress:

Resources/Support Needed:

Indicators of Progress for identified Iowa Teaching Standards:

Resources/Support Utilized to Date:

Concerns:

Iowa Teaching Standards not met:

Future considerations:

Evaluator's comments:

Evaluator's Recommendation:

- CONCERN RESOLVED, RETURN TO PLAN II
- PROGRESS NOTED, EXTEND ASSISTANCE TIMELINE (see revised plan)
- CONCERNS NOT RESOLVED, NO PROGRESS NOTED, RECOMMEND NON-RENEWAL OF CONTRACT

Teacher Signature and Date: _____

Evaluator Signature and Date: _____