

## Sample Individual Professional Development Plan (IPDP) Goals

### SMART Goals

Examples of SMART goals are provided below. We suggest that every educator include at least one broad SMART goal on their IPDP similar to the one below.

| RECOMMENDED SMART GOAL                |   |  |  |                                      |
|---------------------------------------|---|--|--|--------------------------------------|
| State the Action you will take        | Describe an Area of Focus for the Learning                          | Include the Rationale  | Add the Activities   | Predict a Completion Date (Optional) |
| <i>I will continue to learn about</i> | <i>current legislation, and best practices in special education</i> | <i>In order to provide quality education and be compliant with state and federal regulations</i> | <i>By participating in professional development in-services, webinars, and professional reading.</i> | <i>Ongoing</i>                       |

SMART goals should follow the general structure illustrated below.

| I WILL<br>(State the Action)  | SAMPLE AREAS OF FOCUS<br>(Ohio Standards for the Teaching Profession)  | RATIONALE<br>(Ohio Standards for Professional Development)  |
|---|--|---|
| <ul style="list-style-type: none"> <li>• Acquire information on</li> <li>• Analyze</li> <li>• Become familiar with</li> <li>• Become knowledgeable about</li> <li>• Become proficient in</li> <li>• Develop/design</li> <li>• Enhance my understanding of</li> <li>• Gain skills in</li> <li>• Implement</li> <li>• Incorporate</li> <li>• Investigate</li> <li>• Learn about</li> <li>• Learn how to</li> <li>• Mentor</li> <li>• Participate in</li> <li>• Research</li> <li>• Study</li> </ul> | <ul style="list-style-type: none"> <li>• How students learn and develop</li> <li>• Identification, instruction and intervention for special populations</li> <li>• Specific academic content</li> <li>• Instructional strategies</li> <li>• Interdisciplinary content</li> <li>• Connection of content to life experiences and career opportunities</li> <li>• Diagnostic, formative and summative assessments</li> <li>• Analysis of data to monitor student progress and to plan, differentiate, and modify instruction</li> <li>• Instructional design and delivery</li> <li>• Resources to support learner needs</li> <li>• Safe learning environment</li> <li>• Strategies to motivate students to work productively and assume responsibility for learning</li> <li>• Strategies to share responsibility with parents/caregivers to support student learning</li> <li>• Collaboration with other educators on projects to promote student success</li> <li>• Collaboration with community agencies to promote student success</li> <li>• Positive impact on profession (e.g. mentoring another teacher)</li> </ul> | <ul style="list-style-type: none"> <li>• Increased educator effectiveness</li> <li>• Improved results for students</li> <li>• Professional learning needs</li> <li>• Student Learning Needs</li> <li>• Improved content knowledge</li> <li>• Develop leadership capacity</li> <li>• Improved academic decisions</li> <li>• Advocate for students</li> <li>• Improved classroom environment</li> <li>• Promote collaboration with other educators</li> <li>• Better use of educational resources</li> <li>• Improved capacity to analyze and interpret data to promote student success</li> <li>• Improved capacity to assess student progress</li> <li>• Promote professional growth</li> </ul> |

# Professional Development Plan Sample

**Léo Pomar**



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