

# **Professional Growth Plan**

Name: Miss Kaitlin McMitchell

School Year: 2016 (Jan 4 – April 26 PSIII Practicum)

## **1. Goal/Objective Statement(s) developed in consultation with the employee's supervisor:**

- i. To improve my questioning skills by establishing more effective questioning procedures, asking more open-ended questions, involving more students, and consistently providing students with enough wait time.
- ii. To improve my classroom management skills by encouraging students to take responsibility for their own actions, clearly conveying expectations, and consistently upholding expectations.

## **2. Relationship of said goal to job description:**

- i. In previous practicums, I found my questioning skills to be weak. Students did not always comprehend what I was asking them, and therefore did not know how to appropriately respond. It is necessary for me to ask the right kinds of questions in the right way so students understand and can engage with the question for better learning.
- ii. It is necessary for there to be a good foundation of classroom management for students to learn. Teachers who effectively manage their students through routines, clear expectations, and consistency create a classroom environment that encourages and cultivates learning.

## **3. Strategies for goal/objective achievement:**

- i. I will identify key questions prior to the lesson, and pre-plan how best to ask the question for increased student understanding. I will also rephrase questions when it appears that students are unsure of what I am asking, and always check for understanding. I will also model my expectations for students and provide them example answers for my questions where applicable. Additionally, I will pause and count to 10 after asking key questions, or allow students to "think-pair-share" more difficult questions.
- ii. I will ensure that my expectations are clearly conveyed to the students, and that I am consistent with my expectations. I will use routines to help establish expectations. I will also endeavor to be firm with the students with my expectations so they understand that the expectations must be met. Additionally, whenever possible, I will positively reinforce correct behaviors and conducts of students to encourage them to continue meeting expectations.

#### **4. Indicators and measures of growth:**

- i. If students are able to respond to my questions with ease, and provide the correct answers. If students are able to repeat/rephrase my question or instruction back to me. If I am counting to 10 on more than 70% of the questions that I ask.
- ii. If students know what the routines are, and are able to follow them consistently and correctly. If I am consistent with my expectations. I will reflect weekly on whether or not I was clear and consistent with my expectations throughout the week. Another clear indicator of effective classroom management is that the students are consistently meeting expectations.

#### **5. An estimate plan completion time:**

- i. I believe that this goal will continue with me past my last practicum and into my first year of teaching.
- ii. I believe that this goal will continue with me past my last practicum and into my first year of teaching.

#### **6. Person(s) I will work with throughout my Growth Plan:**

- i. My teacher mentor, Anne Bowen; my principal Chris Gonsalves; and my University Consultant, Cory Beres.