

Iowa Individual Administrator Professional Development Plan
to be developed collaboratively between administrator and supervisor

Name: Troy Heller

School: Tripoli

District: Tripoli CSD

AEA: Central Rivers

District or Building Focus

Step
1

General District Goal Area: (from CSIP or other improvement plan) If using a goal area not included in a plan, include data which shows the need for focusing your leadership actions in this area. All students can read a level that allows them to experience success in school, work and life.

(Reading and Math)

Specific School or District Goal/Elementary (for above general goal area) to increase the percent of K-5th grade students in literacy proficient according to the Iowa Assessments and the FAST assessment. Measurement #1 More than 75% of the students in grades 3-5 will be considered proficient on the Iowa Assessments. Measurement #2: To increase the number of K-5 students to 70% at or above benchmark according to FAST assessment

Specific School or District Goal (for above general goal area) *To have 50% of non-proficient MS/HS grade students test proficient in reading and /or math (or a year's growth) on Iowa Assessments for the 2017-18 school year.*

Step
3

Specific Leadership Actions* (1-3 things the administrator will DO to increase likelihood that goals in steps 1 & 2 will be achieved.)	Related ISSL	Indicators of Progress (Document the effect of chosen indicators.)	Start & End Dates	Review Date(s)	Items Discussed During Review
By June/July of 2018, the Superintendent will provide the Tripoli School Board with assessment scores for the K-6 th grade students and MS/HS Math/Reading scores. These students will improve in reading according to the above data points.	2	Iowa Assessment, FAST and MAPS Assessment Scores.	9/1/17 – 6/30/18	July/August 2018	Professional Development, Impact List, After School, and Summer School.
The Superintendent will encourage/evaluate the building Principals as they put in place a system where teachers are able to provide peer help to each other—which, in turn, will help improve/impact student assessment scores.	2	AIW Collaborative Groups/, Individual PD, CVNE PLC, and TLC.	7/1/17 – 6/30/18	Each Month	Number of hour's teachers utilize PD time and Administration's review of the PD Administrative (Supt. Meetings).
Provide a learning experience for administration so that they can help teachers provide student-centered reading/math instruction.	2	Administrative Meetings, One-on-One Conversations and Outside Meetings (AEA).	All Year		Number of teachers utilizing reading strategies taught to students.

Step
4

Learning Goals* (1-3 things the administrator will DO to increase likelihood that goals in steps 1 & 2 will be achieved.)	Related ISSL	Indicators of Progress (Document the effect of chosen indicators.)	Start & End Dates	Review Date(s)	Items Discussed During Review
The Superintendent will/may attend AEA meetings, state conferences, and local professional development to help provide district knowledge of impact ideas to enhance Administrative Team ideas.	2	Local Professional Development/PLN Plan.	Sept. 2017– July 2018	July	Continued PD for Superintendent.
Work with DLC Team/Administrative Team/TLC Committee to provide updated information.	2	Local Professional Development.	Sept. 2017– April 2018	Monthly Board Meetings	Communication Piece.

*Administrators are encouraged to use “SMART Goal” design to develop their goals. See page 2.

Step
5

Supports for Plan Implementation (check all that apply and describe)

- Supervisor/Board:
 Peer:

- AEA/Regional:
 Other:

Administrator Signature/Date _____

Supervisor Signature/Date _____

SMART Goals Worksheet

This is an optional tool to assist with goal writing. Use the process for each of the 1-3 goals you are considering.

S – Strategic and Specific

Strategic - Select a high-leverage goal that will make a difference.

Specific - Clearly define what you will do and how you will do it.

M – Measurable

Establish concrete criteria for tracking progress and determining success.

A – Attainable

Select a goal you have a reasonable expectation of achieving (a “stretch” goal that is not easy, but doable).

R – Results-based

Clearly define the results you expect to see.

T – Time-bound

Establish a starting and ending date for completion of the goal.

Leadership Goal

R – What result do you hope to achieve? Be specific.	S - What specific leadership action(s) might lead to the desired result? Describe what you will do and how you will do it.	A – What is the likelihood you will achieve the goal upon successful completion of the actions described? Show the connection between your actions and the desired result.	M – What measures (criteria) will you use to determine progress and document the effect of chosen indicators?	T – What is the timeframe for completing the goal? List start date, review date(s), and end date.
Raise reading/math scores for students in grades K-6 and MS/HS non-proficient. Students will become proficient or make their expected growth rate on Assessments.	Local Professional Development.	The likelihood is high. The analysis will allow the district to plan and maximize resources.	Assessment Scores.	July 2018.

Final leadership goal statement: (Combine considerations in all columns to create your goal statement. Transfer this to the first page of the plan.)

Learning Goal

R – What result do you hope to achieve? Be specific.	S - What specific leadership action(s) might lead to the desired result? Describe what you will do and how you will do it.	A – What is the likelihood you will achieve the goal upon successful completion of the actions described? Show the connection between your actions and the desired result.	M – What measures (criteria) will you use to determine progress and document the effect of chosen indicators?	T – What is the timeframe for completing the goal? List start date, review date(s), and end date.
To understand where to get specific data and what target goals should be (EdInsight).	Receive training from Central Rivers and present to school staff.	High. Utilize all aspects of training from the experts of the state.	Completion of Iowa Assessment in March. We will also continue to watch improvement in teacher understanding of Iowa Core.	Start date is September 2017, and review and end dates will be July 2018.

Final learning goal statement: (Combine considerations in all columns to create your goal statement. Transfer this to the first page of the plan.)