

**NOVICE TEACHER  
INDIVIDUAL PROFESSIONAL DEVELOPMENT PLAN (NT IPDP)  
2011 - 2012**

Teacher School	<b>SUPPORT TEAM (Type or Print)</b>	<b>Member Initial</b>
	Administrator	
Year 1 <u>X</u> Year 2 ___ Year 3 ___	Require PEC <input type="checkbox"/> yes <input type="checkbox"/> no	PDF Mentor

**GRADE LEVEL - CONTENT AREA**

STUDENT PERFORMANCE DATA	Current	Goal	Final

**Goal: I will demonstrate competence in the Florida Educator Accomplished Practices.**

**SPECIFY ACCOMPLISHED PRACTICE FOCUS**

<input checked="" type="checkbox"/> 1) Instructional Design and Lesson Planning <input type="checkbox"/> 4) Assessment	<input checked="" type="checkbox"/> 2) The Learning Environment <input type="checkbox"/> 5) Continuous Professional Improvement	<input type="checkbox"/> 3) Instructional Delivery and Facilitation <input checked="" type="checkbox"/> 6) Professional Responsibility and Ethical Conduct
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**PROFESSIONAL DEVELOPMENT OBJECTIVES:**

**In order to increase my knowledge and skill I will:**

- Attend and participate in Code of Ethics training.
- Attend and participate in RtI Training.
- Collaborate with my grade level/team/content area to develop common lessons and assessments.
- Conduct observations of a Master Teacher(s) *Ms. Harris and Ms. Turner*. I will focus on their instructional strategies and learning environment. I will debrief my observations with them and/or my mentor.
- Complete CHAMPs training and required follow-up (modules 2 & 3 on-line courses or face-to-face).

*List district/school based professional development activities that align with specified Accomplished Practice focus.*

Anticipated Date of Completion	Actual Date of Completion

**AYP: Teachers of targeted subgroups that did not make AYP. What did you learn from your professional development to meet the needs of the subgroups?**

**PLANNING/INSTRUCTIONAL STRATEGIES:**

**To meet students' needs I will implement the following planning/instructional strategies:**

- Align instruction with state-adopted standards at the appropriate level of rigor.
- Use a variety of data, independently, and in collaboration with colleagues, to evaluate learning outcomes, adjust planning and continuously improve the effectiveness of the lessons.
- Convey high expectations to all students.
- Manage individual and class behaviors through a well-planned management system.

*List Accomplished Practice indicators that align with specified Accomplished Practice focus.*

*Documentation will be kept in the professional folder/portfolio.*

**(Artifacts and evidence demonstrating implementation of professional development learning objectives and planning instructional strategies will include but not be limited to: lesson plans, student data, support team observation cycles, pre/post observation conference instruments).**

**AYP: Teachers of targeted subgroups that did not make AYP. What did you implement from professional learning to meet the needs of the sub-groups?**

Observation Requirements	Documentation will be kept in the professional folder/portfolio.	Anticipated Date of Completion	Actual Date of Completion
<b>Administrator:</b> Initial screening within 45 days of hire			
<b>Mentor/Support Team Observations:</b> Required observation (CET) cycles with pre/post conference using Accomplished Practices Learning Log to debrief. Reference APs observed.			
<i>**Teachers demonstrating PECs: (4 observations)</i>			
<i>Teachers with professional certification or NO PEC requirement: (2 observations)</i>			
1 <sup>st</sup>			
2 <sup>nd</sup>			
3 <sup>rd</sup>			
4 <sup>th</sup>			
<b>Novice Teacher:</b> Conduct required observations of effective teachers (identified in collaboration with support team).			
*Use specified observation focus instrument for each observation and debrief with mentor.			
<i>**Teachers demonstrating PECs: (4 observations)</i>			
<i>Teachers with professional certification or NO PEC requirement: (2 observations)</i>			
1 <sup>st</sup>			
2 <sup>nd</sup>			
3 <sup>rd</sup>			
4 <sup>th</sup>			
<b>Administrator:</b> MINT Exit Observation			
<b>CHANGES IN EDUCATOR'S PRACTICES:</b> Describe how you changed your professional practice as a result of what you learned?			
<b>RESULTS</b>			
Results: How did the strategies impact student performance?			
Based upon the results, what would you change or maintain for next year?			
Teacher Signature _____			
Principal Signature _____			
Initial _____			
Date _____			
Mid-Year Review _____			
Date _____			
Year-End Review _____			
Date _____			
<b>**Teachers with a Professional Certificate or Temporary Certificate who have demonstrated the required FLDOE Professional Educator Competencies</b>			
The MINT participant HAS successfully demonstrated the required Accomplished Practices and will exit TIP.			
_____			
Principal's Signature _____			
Date _____			
<b>**All teachers with a Temporary Certificate who are required to demonstrate the Professional Educator Competencies</b>			
Contingent upon contract renewal, the MINT participant will be assigned _____ NT-IPDP Accomplished Practices.			
Year 2 or 3			
_____			
Principal's Signature _____			
Date _____			
The MINT participant has NOT successfully demonstrated the required Accomplished Practices.			
_____			
Principal's Signature _____			
Date _____			