



Pleasantville Public School Teacher Evaluation System

Goal Setting Guidelines

Objective

The objective of Goal Setting is to improve professional practice. To achieve this objective, learners require ownership of the learning goals, established by thoughtful self-assessment, personal reflection on teaching practices, and specific feedback based upon standards of teaching practices.

Overview

Teachers and administrators will identify and agree upon professional growth goals which align with the Framework for Teaching (FFT) Domains of Professional Practice. Teachers will self assess their practice utilizing the FFT Domains and review feedback and data received from observations. Goals will then be developed related to areas of growth they have identified from the self assessment and observation feedback.

Procedures

1. Self assessment and goal setting: Teachers will self-assess their practice using the FFT and evidence from of evaluations. From this information, teachers will identify professional growth and develop a professional growth plan to achieve those goals.
2. Developing a professional growth plan: Once approved, teachers will develop a professional growth plan and measurement methods to be implemented during the school year, and present the plan to their supervising administrator within ten school days. If necessary, the teacher and/or administrator may schedule an additional meeting to clarify any aspect of the professional growth plan.
3. Completing and reflecting upon goals: Teachers will collect and present artifacts which document growth in the selected areas. Observation evidence gathered by the administrator can also be used to determine the degree to which the teacher attained the goals.
4. Reviewing the progress toward meeting the goals: The professional growth plan and progress made to attain the goals will be reviewed during the Summative Evaluation conference..