

PROFESSIONAL GROWTH PLAN (PGP) RUBRIC



This rubric is designed as a guide to student teaching interns in developing and completing the professional growth plan (PGP).

The columns and statements are to prompt discussion between the participant and the reviewer as to how to best define and describe the plan for professional growth. The participant should consult with the reviewer to modify the PGP so that both parties agree with what is needed to meet expectations.

Elements & Criteria	Does not meet expectation	Progressing toward expectation	Meets Expectation
Self-assessment and goal selection			
1. Self-Assessment	Does not identify the self-assessment used		Identifies the self-assessment used
2. Area of focus	Does not identify area of focus selected		Identifies area of focus selected
3. Standards Area of focus aligned to at least one standard from the following: Pre-service teaching standards	Standards are not aligned to identified area of focus	Standards not clearly aligned to identified area of focus	Standards clearly aligned to identified area of focus
4. Professional growth goal(s)	Does not identify goal(s) for professional growth	Identifies goal(s) for professional growth, but is not specific	Clearly identifies specific goal(s) for professional growth
a. Identify goal(s) for professional growth			
b. Describe how goal(s) relates to self-assessment	Does not describe how the goal relates to self-assessment	Description of how the goal relates to self-assessment is not clear	Clearly describes how the goal relates to self-assessment
c. Describe how goal(s) relates to focus area identified in question two	Does not describe how goal relates to focus area	Description of how goal relates to focus area is not clear.	Clearly describes how goal relates to focus area

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Elements & Criteria	Does not meet expectation	Progressing toward expectation	Meets Expectation
5. Educator outcomes Define new learning / practices	Intended outcomes do not reflect new learning/practices	Some intended outcomes reflect new learning/practices	All intended outcomes reflect new learning/practices
6. Student outcomes Relevant to professional growth goal and student growth	Intended outcomes are not relevant to the professional growth goal or impact on students	Intended outcomes are relevant to the professional growth goal or impact on student's but not both	Intended outcomes are relevant to the professional growth goal and impacts on students
Professional growth action plan and evidence <i>Formalized learning opportunities and professional development activities.</i>			
7. Activities			
a. Aligned to professional growth goals	Activities are not aligned to professional growth goals	Some activities are aligned to professional growth goals	All activities are clearly aligned to professional growth goals
b. Well defined and detailed	Activities are not well defined or detailed	Some activities are well defined but may not be detailed	All activities are well defined and detailed
c. Varied	No variety of activities	Some variety of activities	There are a variety of activities
d. Indicate new learning / practices	No new learning/practices for educator are associated with activities	Some activities lead to new learning/practices for the educator	All activities lead to new learning/practices for the educator
8. Proposed evidence			
a. Aligns to identified educator professional growth goal(s)	Proposed evidence does not align to identified educator professional growth goal(s)	Some proposed evidence aligns to identified educator professional growth goal(s)	All proposed evidence aligns to identified educator professional growth goal(s)
b. Can be used to assess professional growth goal and impact on students	Proposed evidence cannot be used to assess professional growth goal or impact on students	Some proposed evidence can be used to assess professional growth goal and/ or impact on students	All proposed evidence can be used to assess professional growth goal and/or impact on students

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Review

Educator signature	Educator did not sign the PGP	Educator signed the PGP
Educator reviewer signature	PGP not signed by educator reviewer	PGP is signed by educator reviewer