

IPDP Goal Basics

Remember you are to write goals. Goals are what you want to achieve. These goals are not to be performance objectives, outcomes or behaviors. Performance based goals show or direct our behavior in specific ways, such as: *To take workshops about discipline.* IPDP goals do not specify a certain behavior, but give general direction to what you would like to do.

The focus of all IPDP's should be the goals. The goals you write for your IPDP should describe the relationship between the district's CIP (continuous improvement plan), your building's SIP (school improvement plan), the students needs and what you, personally, want to achieve. To substantiate a need, an educator could cite:

- Student achievement data
- Other data relevant to student achievement
- Goals stated in the CIP or SIP.
- Information from the educator's self-assessment or reflection activities
- Standards or requirements associated with an upcoming or recently acquired responsibility or position.

When writing these goals, think about how will you prove to the LPDC that these goals have been accomplished.

Goal statements are at the heart of the IPDP. These are usually two or three statements in very broad terms

A goal statement should:

- **State an intention to engage in learning. In this part of the goal statement, the educator should use an action verb that signifies learning.**

Examples of action verbs are:

explore

enhance my understanding

acquire / obtain

learn how to

to investigate
 illustrate
 categorize
 gain greater understanding of
 translate
 classify
 analyze
 take part in
 relationship
 inference
 discover
 survey
 interpret

practice
 summarize
 take part in
 compare/contrast
 demonstrate
 develop
 inspect
 list
 partnerships
 distinguish
 examine
 distinguish
 become knowledgeable

- Describe an area related to practice that will be the focus of the educator's learning.
- Describe how learning will be demonstrated.

You can create your own goals by using the following chart:

| Select One from Each Column (Mix and Match) | | |
|---|---------------------------------------|----------------------|
| I will: | In what area: | And then. . . |
| become knowledgeable | a method (cooperative learning) | implement |
| read widely in | a program (history day) | modify curriculum |
| learn about | a discipline (science) | develop/design |
| study theory/practice of | a population (gifted/ADHD) | use |
| become skillful at | an organizational pattern (multi-age) | incorporate |
| gain an understanding of | an area (school reform) | apply |
| research | a curriculum area (music) | demonstrate |
| So that student achievement will be increased. | | |

Examples of goals:

For Classroom management:

Acquire knowledge in management techniques and/or teaching and learning theory that will improve student achievement.

For Curriculum:

Analyze new material for my subject area (teaching assignment) so that student achievement will be increased.

For Technology:

Learn how to integrate technology in my classroom so that student achievement will be increased.

For Behavior/Discipline:

Examine new ideas for discipline or learn new methods of maintaining classroom discipline so that student achievement will be increased.

Parent/Community:

Build relationships between school and community activities so that student achievement will be increased.

Professionalism:

To promote and/or contribute to the teaching profession.