

CRAFT YOUR PD PLAN USING PRO LEARNING

Crafting a personalized professional development plan can be a daunting process. Your teaching situation is unique. How do you find professional development that genuinely fits your teaching pedagogy and your students' needs? Enter PRO Learning. With PRO, you have access to a growing platform with hundreds of hours of on-demand PD and thousands of resources.



Use this guide to:

- ✔ Evaluate your strength and growth areas, utilizing a variety of strategies to determine your professional development focus.
- ✔ Create an individualized professional development plan that supports your teaching goals.

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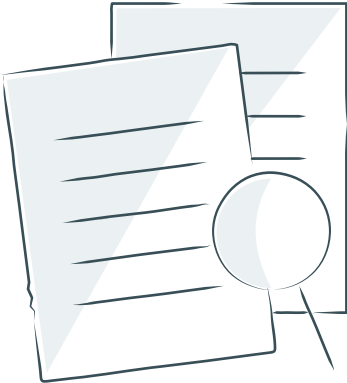
IDENTIFY STRENGTH AND GROWTH AREAS

The first step in creating a professional development plan is to identify topics on which you would like to focus. Use the next two pages to help you identify strength and growth areas, utilizing a variety of sources.

Reflect on Your Practice

To begin, take a look at the K-12 Art Educator Framework located on Page 4. The framework is designed to optimize teacher effectiveness. Broken into six domains, 15 sub-domains, and 50 competencies, it provides an overarching look at the field of art education.

Read through each competency, reflecting on your current teaching practice. Star any competencies that you feel you have mastered. Circle any competencies in which you feel you have room to grow. Finally, look at the competencies you have circled. How would addressing these competencies impact your daily teaching practice and students?



Choose three competencies that you would like to improve upon and write them below.

1 _____

2 _____

3 _____

Partner With Others

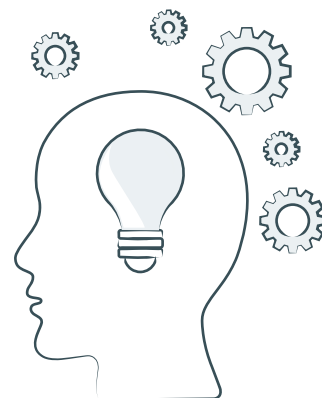
Next, collaborate with your supervisor. Review recent observations and evaluations to identify additional areas of strength and growth. Read through any survey responses you may have from students, families, or other stakeholders.



Write down any trends you notice below.

Identify Initiatives

Finally, identify any initiatives that your school or district is working toward and write them below.



K-12 ART EDUCATOR FRAMEWORK



CURRICULUM

1. Curriculum Design

- A. Develops curriculum that aligns with national, state, and/or district standards
- B. Designs sequential lessons, units, and/or centers
- C. Develops appropriate learning targets/goals
- D. Demonstrates thorough background knowledge and command of the subject matter/content

2. Curriculum Approaches

- A. Integrates knowledge of a variety of approaches when planning content
- B. Selects printed and digital instructional resources for classroom use

ASSESSMENT

3. Assessment Design

- A. Designs student assessments aligned to learning targets/goals
- B. Develops various assessment strategies for classroom use
- C. Analyzes qualitative and quantitative student assessment data to gauge mastery
- D. Analyzes qualitative and quantitative student assessment data to guide learning and instruction

4. Assessment Implementation

- A. Monitors student learning and adjusts instruction as needed
- B. Supports student reflection on learning through peer feedback and self-assessment
- C. Design and deliver ongoing, timely feedback to students

INSTRUCTIONAL STRATEGIES

5. Engagement

- A. Develops lessons, units, and/or centers that connect with student interests and backgrounds
- B. Designs scaffolded instruction to facilitate student learning
- C. Develops questioning techniques to encourage higher-order thinking skills
- D. Constructs opportunities for student choice and authentic learning
- E. Selects technology resources to supplement instructional strategies
- F. Designs opportunities for collaboration among students

6. Differentiation

- A. Designs inclusive instruction based on individual differences and understanding of diverse cultures and communities
- B. Designs instruction to address student background knowledge and ability levels
- C. Develops appropriate adaptations and enrichments for students
- D. Differentiates instruction and activities to align with IEP goals

STUDIO PRACTICES

7. Media and Techniques

- A. Selects best practices when teaching media and techniques to students
- B. Scaffolds media and technique skills for students according to age and ability level
- C. Designs opportunities for students to experiment with materials and skills

8. Creativity

- A. Designs experiences to practice critical thinking and problem-solving skills
- B. Designs instruction to allow for freedom of expression and independent thought within student work

9. Connections

- A. Develops instruction that incorporates historical and contemporary artwork
- B. Develops instruction that incorporates artwork from a variety of cultures, communities, times, and places
- C. Values how the arts connect with other disciplines and provides opportunities to experience those connections
- D. Develops instruction that incorporates current issues and themes in education

CLASSROOM MANAGEMENT

10. Expectations

- A. Creates and communicates clear expectations and consequences
- B. Creates and communicates clear routines and procedures
- C. Develops and maintains a documentation system for student behavior

11. Relationship Building

- A. Builds rapport and positive relationships with students
- B. Creates and maintains an environment of respect
- C. Maintains self-control in challenging situations

12. Physical Space

- A. Designs an art room that is accessible for all students
- B. Promotes the safe use of equipment, materials, and supplies
- C. Maintains the organization of supplies and student work

PROFESSIONALISM

13. Professional Practice

- A. Demonstrates reflective practice
- B. Contributes to the school culture
- C. Partners with other professional educators

14. Professional Learning

- A. Values and participates in professional development opportunities
- B. Develops professional goals and a personalized professional development plan to meet those goals
- C. Values sharing learning with others

15. Advocacy

- A. Supports art education access for all students
- B. Creates exhibits of student work for community interaction
- C. Values the arts and communicates their importance

CREATE YOUR PROFESSIONAL DEVELOPMENT PLAN

Now that you have identified strength and growth areas and important initiatives, it's time to craft your plan! To begin, you'll need to set your goals. Using your work from Page 3, develop 1-3 SMART goals on which to focus. Then, search the PRO platform for Packs that can help you achieve your goals. Use the sheet on Page 5 to track your progress.

- S** **Specific:** What exactly do I want to accomplish?
- M** **Measurable:** How will I know when my goal is met?
- A** **Achievable:** Is this a realistic goal that I can reach?
- R** **Relevant:** How will meeting this goal help me?
- T** **Timely:** When will I accomplish this goal?

GOAL	Packs to Help Meet Goal	Other Learning to Pursue (conferences, courses, events, books, etc.)

