



Educational Administration Tier II Program

Signature Assignment for EDAD 640

Professional Development Plan

Student Learning Outcome(s) Assessed:

SLO #1: Develop a shared vision of learning that is supported by the school community.

SLO #2: Advocate, and sustain a school culture and instructional program conducive to student learning and staff professional growth.

SLO #3: Manage the organization, operations, and resources to foster a safe, efficient, and effective learning environment.

SLO #4: Collaborate with families and community members, respond to diverse community needs, and mobilize community resources

SLO #5: Model a personal code of ethics and develop professional leadership capacity

SLO #6: Understand, respond and influence the larger political, social, economic, legal, and cultural context.

Description of the Signature Assignment

The Professional Development Plan includes three (3) individual performance goals, outlines specific strategies for achieving those goals, establishes timelines, and documents the beginning administrator's progress in meeting the established goals. The plan includes a one-page rationale for each goal. The rationale should summarize and discuss the reasoning behind the candidate's goal choice.

Directions for Students

Discuss the nature and content of a professional development plan with your mentor. Gather assessment information from multiple sources. Write three (3) individual performance goals, including one for SLO 5, outline specific strategies for achieving those goals, establish timelines, and document the progress in meeting goals. Include a one-page rationale for each goal.

Scoring Rubric:

Criteria	4 = Exceeds expectations	3 = Meets expectations	2 = Meets some expectations	1 = Does not meet expectations	0 = Unable to score; incomplete or missing work	Score
Organization of Goals	Organized in a thoughtful, logistical approach	Some lack of overall structure	Major components are not fully related.	Poor development of goals	Missing	
Context and Rationale	Describes connection of plan to larger school context. Provides a rationale for how the goals are connected to professional development	Connections of plan and implementation are adequate, but lack development.	Lacks in-depth development and description	Several planning elements are not included	Missing	
Strategies	Strategies are comprehensive, detailed, clear, and feasible.	Strategies are listed but incomplete	Strategies lack some coherence and clarity.	Major strategies are missing	Missing	
Timeline	Timeline tied to strategies. Time periods are feasible.	Some disconnections from strategies.	Somewhat unrealistic timeline	Timeline not related to strategies and not likely to be accomplished in the time allotted.	Missing	
Evaluation	Evaluation plan connected to goal statement and clearly elaborated.	Parts of the goal are addressed.	Detail not presented clearly and comprehensively	Major elements are missing	Missing	
Total						/20

Legend

Total Points	College of Education Assessment Scale Equivalent
17-20	4 (Exceeds Expectations)
14-16	3 (Meets Expectations)
12-13	2 (Meets Some Expectations)
10-11	1 (Does Not Meet Expectations)
0-9	0 (Can't Score)