



## **Growth Plan FAQ 2017-18**

### **Is the Growth Plan part of TDES?**

Yes. It is managed in the Great Teachers & Great Leaders portal and is part of a teacher's professional responsibility. The Growth Plan is also part of OTES for all Ohio teachers. ODE requires either a Growth Plan or an Improvement Plan for 17-18 for all teachers and RSP Providers.

### **Who has to do a Growth Plan?**

All teachers will be on either a Growth Plan or an Improvement Plan. All Accomplished teachers still need to do a Growth Plan. New teachers will be on a Growth Plan.

### **Who has to do an Improvement Plan?**

Teachers with an overall TDES rating of Ineffective or Developing will be on an Improvement Plan. Teachers who receive an Ineffective rating on any of the 9 Power Components will also be on an Improvement Plan.

### **How many goals do I need?**

If you are on a Growth Plan then two, one based on a TDES component (not an entire domain) and one based on an element (not the entire standard) from the Ohio State Standards for Teaching.

If you are on an Improvement Plan then your evaluator will work with you to set at least two and not more than three goals.

### **Who determines the goals?**

On a Growth Plan, the teacher should determine the goals based on personal professional development needs, the ratings on the rubric, and other areas in need of growth or improvement.

On an Improvement Plan, the evaluator reviews the previous year's progress and determines the goals and the teacher and evaluator determine the best plan to achieve those goals.

### **What does a good goal look like?**

A good goal is not merely complying with a teacher's regular, daily responsibility. Implementing CMSD plans and initiatives are expected of all employees. Good goals relate to improving student learning and the teacher's own new learning.

### **How will the Growth Plans be used?**

Growth Plans are part of Domain 4 Professional Responsibilities. They require accurate reflection and a commitment to improving one's practice. Growth Plan should guide a teacher's work for the year, be discussed at post conferences during the TDES evaluation cycle, and be assessed at the end of the year.

### **When is the Growth Plan due?**

All Plans should be entered and approved by September 8. A conference for a Growth Plan is not required if both parties agree on the goals. Teachers on an Improvement Plan should conference with the evaluator to agree on the plan for improvement. Both parties must acknowledge the plan.