

**Individual Professional Development Plan**  
(See instructions for detailed information on how to complete)

Name: (Please print) \_\_\_\_\_ Date \_\_\_\_\_

Endorsements: \_\_\_\_\_

Resources: *The Vermont Re-Licensing Process: A Reflection of Ongoing Professional Growth, A Handbook for Educators*  
[http://www.state.vt.us/educ/new/pdfdoc/prodev/educators\\_handbook\\_04.pdf](http://www.state.vt.us/educ/new/pdfdoc/prodev/educators_handbook_04.pdf)

*The Five Standards for Educators: A Vision for Schooling*  
[http://www.state.vt.us/educ/new/pdfdoc/pgm\\_prostandards/vsbpe/five\\_standards\\_03.pdf](http://www.state.vt.us/educ/new/pdfdoc/pgm_prostandards/vsbpe/five_standards_03.pdf)

Endorsement Knowledge and Performance Standards  
[http://www.state.vt.us/educ/new/html/licensing/regulations\\_endorsements.html#endorsements](http://www.state.vt.us/educ/new/html/licensing/regulations_endorsements.html#endorsements)

**Please print out this form and type or print to complete it. Make sure you keep a copy for yourself.**

**GOAL number 1 2 3 please circle**

**Step One: Self-Assessment:**

**Introduction** – Describe the results of your self-assessment. A self-assessment is a reflective statement that indicates where you are presently in your career and where you'd like to be in seven years. This is where you make your goals real to you.

**Step Two: Develop Goals.** Use the SMART goal format (see pages 20 – 21 of the *Handbook*)  
**Specific:** (The goals need to be specific, measurable and easily documented.)

**Measurable:** (Describe how you will measure your *progress* in this section)

**Attainable:** (Describe the resources available to you that will make this goal possible.)

**Relevant:** (How is this goal relevant to education in general and your endorsement in particular?)

**Time-Bound:** (When do you plan to finish this goal?)

Name \_\_\_\_\_ Goal number 1 2 3  
 please print please circle

Please check which of the IPDP requirements listed below are appropriate for this particular goal. The following chart also serves as a reminder that professional development and activities relating to your goal must have connections with the Five Standards for Vermont Educators and to the knowledge and performance standards of to your endorsement. Though you do not need to meet all 5 standards for every goal, you must meet all 5 standards over the 3 goals. Activities connected to this goal are expected to be documented on the Professional Development Verification Form at the end of this re-licensing cycle

Learning	Professional Knowledge	Colleagueship	Advocacy	Accountability
Principle 1	Principles 2 – 10 Which?	Principle 11	Principle 12	Principles 13 – 16 Which?

Content knowledge and performance standards addressed for your specific endorsement are: (This is not required for all 3 goals. You only need to do this once per endorsement. )

**Step Three: Plan and Describe the Professional Development you plan to use to meet your goals.** (Use page 22 and Appendix G of the *Handbook* as resources)

**Step Four (for when you renew in 7 years.): Implement your learning, review your IPDP, and reflect on your goals during the seven year process.**

**Additional sheets may be attached if needed.**