

Tool 12

Professional Growth System

Our processes

- are designed by both teachers and administrators.
- respect the needs of teachers.
- respect the needs of administrators.
- are clearly described in writing.
- are grounded by efficient, descriptive documentation.
- are easy to understand.
- are fair.
- are supported by forms that give teachers and administrators the structures needed to be effective, efficient, and consistent.
- comply with Iowa requirements.
- facilitate dialogue among administrators and teachers.
- have a high likelihood of improving the practices of teachers.
- have a high likelihood of improving the practices of administrators.
- make clear connections between professional development and evaluation processes.
- increase transparency of practice.
- focus the energy of both teachers and administrators on improving instruction.