**Professional Growth Plan**

The Professional Growth Plan (PGP) is a required Component of the Paraprofessional evaluation process. Instructions on completing the PGP can be found in the Paraprofessional Guidebook found at the [EES Web Portal](http://vide.vi/for-employees/employee-portal/for-educators/vide-ees.html). This form is completed and shared with the principal through TalentEd at the beginning of the school year.

**VI Paraprofessional Standards**

**Standard 9:** The paraprofessional engages in continued professional improvement toward an identified goal.

The paraprofessional

* + Has an awareness of his or her professional strengths and needs.
  + Demonstrates knowledge about resources that provide opportunities for professional growth and is committed to seeking, developing, and continually refining practices.
  + Demonstrates commitment to ongoing reflection and learning as a means of improving job performance.
  + Values constructive feedback as a learning tool, and accepts feedback from the teacher/provider.
  + Participates in and documents progress in relevant professional development opportunities in order to demonstrate current, effective practices.

**VI Paraprofessional Framework**

**Domain 4**: Professionalism and Self-Reflection

**Component 4e**: Reflection & Professional Development

**Growth Goal:** A learning goal for the paraprofessional that addresses an area of growth or improvement informed by data, student needs, previous evaluation results, and/or self-reflection.

**Framing the Goal**

I will improve my ability to (state the practice I want to improve) by (state the learning), (state how and when I will do this) and (how and when I will apply the learning).

**Goal Statement** (SMART Goal)

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**Rationale:** Why was this goal chosen?

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How will I know that I am making **progress** and achieving my goal?

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What **supports** might I need to complete the activity and achieve my goal?

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**Professional Growth Plan** **Reflection**

The Professional Growth Plan (PGP) is a required Component of the Paraprofessional evaluation process. This reflection form is completed and shared with the principal through TalentEd after learning activities have been completed and implemented.

**Goal Statement** (copied from PGP form)

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How did you use the requested supports to complete the activity and achieve your goal? (If no supports were needed, please indicate that.)

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What new knowledge and skills have you acquired, and how much time and effort were needed for this activity?

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How and when did you implement your learning? If you have shared your learning with colleagues, describe how.

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How has the learning impacted your practice? How might this experience influence your future learning?

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