

Sample Individual Professional Development Plan (IPDP) Goals

SMART Goals

Examples of SMART goals are provided below. We suggest that every educator include at least one broad SMART goal on their IPDP similar to the one below.

RECOMMENDED SMART GOAL				
State the Action you will take	Describe an Area of Focus for the Learning	Include the Rationale	Add the Activities	Predict a Completion Date (Optional)
<i>I will continue to learn about</i>	<i>current legislation, and best practices in special education</i>	<i>In order to provide quality education and be compliant with state and federal regulations</i>	<i>By participating in professional development in-services, webinars, and professional reading.</i>	<i>Ongoing</i>

SMART goals should follow the general structure illustrated below.

I WILL (State the Action)	SAMPLE AREAS OF FOCUS (Ohio Standards for the Teaching Profession)	RATIONALE (Ohio Standards for Professional Development)
<ul style="list-style-type: none"> • Acquire information on • Analyze • Become familiar with • Become knowledgeable about • Become proficient in • Develop/design • Enhance my understanding of • Gain skills in • Implement • Incorporate • Investigate • Learn about • Learn how to • Mentor • Participate in • Research • Study 	<ul style="list-style-type: none"> • How students learn and develop • Identification, instruction and intervention for special populations • Specific academic content • Instructional strategies • Interdisciplinary content • Connection of content to life experiences and career opportunities • Diagnostic, formative and summative assessments • Analysis of data to monitor student progress and to plan, differentiate, and modify instruction • Instructional design and delivery • Resources to support learner needs • Safe learning environment • Strategies to motivate students to work productively and assume responsibility for learning • Strategies to share responsibility with parents/caregivers to support student learning • Collaboration with other educators on projects to promote student success • Collaboration with community agencies to promote student success • Positive impact on profession (e.g. mentoring another teacher) 	<ul style="list-style-type: none"> • Increased educator effectiveness • Improved results for students • Professional learning needs • Student Learning Needs • Improved content knowledge • Develop leadership capacity • Improved academic decisions • Advocate for students • Improved classroom environment • Promote collaboration with other educators • Better use of educational resources • Improved capacity to analyze and interpret data to promote student success • Improved capacity to assess student progress • Promote professional growth

Professional Development Plan Sample

M Carnoy



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