



School Leaders

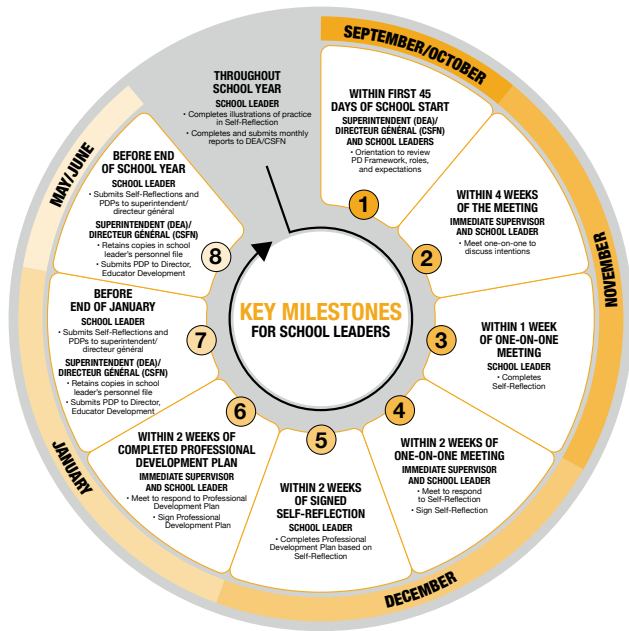
PROFESSIONAL DEVELOPMENT PLAN

SCHOOL LEADER PROFESSIONAL DEVELOPMENT PLAN

This Professional Development Plan must be signed by both the school leader and their immediate supervisor (i.e, principal for vice-principal; superintendent or directeur général for principal) three (3) times during the school year. See the Key Milestones graphic below for the steps at which the Professional Development Plan must be signed. For further information, consult the *Professional Development Framework Handbook for School Leaders*.

SCHOOL LEADER NAME: _____ ROLE: _____ SCHOOL YEAR: _____

IMMEDIATE SUPERVISOR NAME: _____ SCHOOL: _____



STEP 6

SCHOOL LEADER SIGNATURE: _____

IMMEDIATE SUPERVISOR SIGNATURE: _____

DATE: _____

STEP 7

SCHOOL LEADER SIGNATURE: _____

IMMEDIATE SUPERVISOR SIGNATURE: _____

DATE: _____

STEP 8

SCHOOL LEADER SIGNATURE: _____

IMMEDIATE SUPERVISOR SIGNATURE: _____

DATE: _____

SCHOOL LEADER PROFESSIONAL DEVELOPMENT PLAN

GOALS	SPECIFIC	MEASURABLE	ACHIEVABLE	RELEVANT	TIME-PHASED	
STANDARD	DEVELOPMENT GOAL I WANT TO ACHIEVE	EVIDENCE TO DEMONSTRATE MY PROGRESSION AND GOAL ACHIEVEMENT	ACTIONS TO ACHIEVE MY GOAL	CONNECTION TO MY PROFESSIONAL GROWTH, MY SCHOOL'S PRIORITIES, AND MY STUDENTS' OUTCOMES	TIMEFRAME TO ACHIEVE MY GOAL	SCHOOL SUPPORT(S) TO ACHIEVE MY GOAL

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1	Improve my knowledge and understanding of data analysis and statistics	I will be able to perform more advanced analysis of the data available to me; I will be able to use data to convince others of the need for change	Read textbooks and online resources (e.g., forums, university lecture slides, YouTube videos) about data analysis techniques and tools; seek clarification from a math teacher when I don't understand a concept or technique	Gain in-depth understanding of data to help me make more informed decisions; accurately measure the effect that change initiatives have on student outcomes; identify broad patterns so student learning issues can be more quickly addressed before they become too serious	By the end of the school year	School bookroom and other departmental resources that can provide textbooks and other learning materials; learn from a teacher who has knowledge of math and statistics
2	More thoroughly incorporate Inuit Societal Values (ISV) into the curriculum, and embed them in the school's culture	Fewer incidents of student behavioural issues; improved student achievement scores	Meet with an Elder to gain a better understanding of ISV and get advice on how to engage students with the values; hold a meeting with my classroom teachers to discuss ideas for changes we can make to the learning environment to better incorporate ISV	Gaining a better understanding of ISV will help me to relate to and build relationships with the students in my school; incorporating ISV into the school curriculum and culture will help Inuit students to connect more with their culture	Continuous (new ideas will be incorporated into next year's plans)	Meeting with an Elder to get advice and improve my understanding of ISV; consult with teachers to brainstorm ideas
3	Learn about and implement best practices in human resources management, especially in the area of effective training and development for teachers	The number of teachers, language specialists, learning coaches, and student support teachers who achieve their Professional Development Plan goals will increase	Take an online course in HRM; reach out to other school leaders in Nunavut and ask them for suggestions and advice on how to improve training opportunities at my school	This will allow me to develop knowledge and skills in an area that I'm mostly unfamiliar with; improving training for school staff and providing more development opportunities will help them become more effective teachers and improve student learning outcomes	Within first term	Meetings, phone calls, and emails with school leader colleagues who can advise and guide me
4	Improve my knowledge and understanding of Information and Communication Technology (ICT)	Improve my scores in online ICT knowledge quizzes (e.g., https://www.proprofs.com/quiz-school/story.php?title=ict-general-knowledge)	Read online about basic ICT concepts and tools (e.g., howstuffworks.com); ask IT staff or a classroom teacher with an interest in ICT to explain recent developments in ICT that could be beneficial to classroom learning	Improving my own knowledge and understanding of ICT will help me to identify ways to more effectively incorporate ICT into classrooms and the curriculum; knowledge and proper use of ICT are important life skills for students to have, and will improve their current learning outcomes and future success	Within first term	Meetings or phone calls with IT staff or other school staff with knowledge of ICT