

Creating Your Individual Induction Plan Goals

Directions:

Your formal induction into the profession will begin when you accept a job in a California school district. Each district is creating an induction program designed to continue your professional growth as an educator. When you are officially hired by a district, they will send you a letter describing the components of the induction program. The induction program will begin with personalized goal statements you write at the conclusion of your CSUN credential program.

Your goals will become the baseline goals for your Individual Induction Plan (IIP). As a part of creating your IIP for the district induction program, you will create action steps and set a timeline for meeting these goals.

Goals must be set in each of the domains of the Teaching Performance Expectations. Districts currently use an evaluation system called the California Standards for the Teaching Profession. These six CSTPs are identical in focus to the TPE domains, just in a different order.

Conduct a self-evaluation of your teaching performance competence and establish professional growth goals for your Year-One Induction Plan.

To establish IIP goals, you should use the same process you have followed throughout the fieldwork and seminars of the CSUN program:

1. Consider carefully what you have learned about yourself as an educator during field and coursework.
2. Reflect on your areas of strength and your areas of desired growth related to the competencies of the Teaching Performance Expectations (TPEs).
3. Examine the focus of comments received from your collaborating teacher and supervisor.
4. Examine any competencies that received low ratings on your final evaluation.
5. Reread the continuing professional growth goal statements on artifact reflections in your Teaching Portfolio.
6. Within the six domains, select the areas you feel are most critical to improve during your initial teaching year.
7. For each domain state a goal that is observable, assessable and for which you will be able to gather evidence of meeting or working toward meeting your goal within a reasonable time period. Begin each goal statement with an action verb, *e.g.*, strengthen, investigate, explore, integrate, develop, construct, implement, maximize, initiate, improve, enhance.
8. Select/share goals and potential action steps with a peer, your seminar leader, mentor teacher, and/or university supervisor.