



# The School District of Palm Beach County



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This resource page is aimed specifically towards the Deliberate Practice process for **Teachers**. If you are looking for assistance with the process for **Administrators**, then please contact Dr. Janis Andrews.

## FY15 UPDATES

**\*\*\*PLEASE MAKE SURE TO READ THE FAQ AT THE BOTTOM OF THE PAGE\*\*\***

The Deliberate Practice process is now taking place exclusively in iObservation. You will only be able to access the Professional Growth Plan (PGP) form inside of the iObservation system by clicking on the "Growth" tab and then selecting "Plans" section.

Please note that this year all teachers will utilize two elements for their PGP, provided they meet the following requirements:

- **First Element:** School selected with input from teachers. Element must be from Design Question 3 or 4.
- **Second Element:** Any element from Domains 1 or 2 may be selected if not observed in the previous school year and/or was observed but not rated Innovating.

The PGP needs to be **started** on or before 9/30/2014 and **finalized** at the end of the school year between 05/1/2015 and 05/15/2015. You can find more information about specific dates in our PGP Timeline for FY15.

## Resources & Materials

## Latest News

The PGP needs to be started by all teachers by 9/30/14.

[Click here to log into iObservation](#)

The Deliberate Practice Process and PGP is in iObservation for FY15.

[Click here to log into iObservation](#)

JENC Decisions for FY15.

[Click here to read the latest decisions](#)

**Vodcast:** How to Complete the PGP in iObservation

Video Runtime: 13:20

- Professional Growth Plan (PGP) **Reference Sheet** FY15
- Professional Growth Plan (PGP) **Timeline** FY15
- Professional Growth Plan (PGP) **Form** (Located in the Growth / Plans tab of iObservation)
- Domain 1 Resources (Deepen your knowledge of the 41 elements pertaining to classroom strategies and behaviors.)
- Domains 234 Resources (Deepen your knowledge of the 19 elements pertaining to planning & preparing, reflecting on teaching, and collegiality & professionalism.)
- (OPTIONAL) Recommendations for Developing Goals & Resources Resource Sheet
- (OPTIONAL) Teacher Self-Reflection Form - **PDF / DOC**

**Frequently Asked Questions**

**When do I need to start my Professional Growth Plan?** Your plan needs to be started by 09/30/2014.

**When do I need to finish my Professional Growth Plan at the end of the year?** Your plan needs to be finalized between 05/1/2015 and 05/15/2015.

**Where do I find the form on iObservation?** For FY15, the form is only available in the "Growth / Plans" tab section of iObservation.

**How many steps are in the Professional Growth Plan?** There are four steps. Step 1: *Take Self-Assessment*, Step 2: *Select Target Elements*, Step 3: *Identify Action Steps*, and Step 4: *Put Your Plan Into Action*. Please note that only Step 1 is optional. The other three steps are required.

**Will the Professional Growth Plan count towards my instructional practice score?**

This decision is currently under review by JENC, but at this time the growth that occurs because of the PGP can only help your score. Please check back for updates concerning FY15.

**How many elements/strategies do I choose to work on for my Professional Growth Plan?**

All teachers will utilize two elements for their plans. The First Element is school selected with input from teachers (Element must be from Design Question 3 or 4). The Second Element can be any element from Domains One or Two and may be selected if not observed in FY14 and/or was observed and not rated Innovating.

**What is my baseline for an Element that has not been observed?** Your baseline score would be "Not Using" or "Beginning."

**Why are some of the Elements from Domain 1 and 2 missing from Step 2 of the PGP?**

You will only see elements that you were scored on in the previous year at an average of below innovating. Elements that were not observed and/or observed at Innovating will not show up. The PGP is supposed to measure growth, so it will only show elements that need growth.

In order to see the missing element(s) you will need to fill out the Self-Assessment in Step 1 and rate the missing element(s) at "Beginning" or "Not Using".

**Why are there green dots next to some of the Elements from Domain 1 in Step 2 of the PGP?** The green dots represent areas of focus for the District.

**Are the Action Steps monitored?** The amount of monitoring is up to your administration, but the Action Steps are supposed to serve as guidelines in which to meet your goals.

**What if I messed something up in Step 1 and need to redo my entire PGP?** Please send an email to [anthony.dougherty@palmbeachschools.org](mailto:anthony.dougherty@palmbeachschools.org) requesting to restart your PGP.

**Will I still have to complete an Individual Professional Development Plan (IPDP)?**

No. The Deliberate Practice process / Professional Growth Plan replaces the IPDP as of FY14. Please consult your administrators for more information.

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**What form do I use if I am a non-classroom teacher?** The Professional Growth Plan form is the same for classroom and non-classroom teachers. This form needs to be filled out and no other form can be substituted.

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**As an administrator, is there an easy way for me to know what elements have been chosen by my teachers?** Yes, when conducting an observation using either the Domain 1 or Domain 2 instrument you will see the words, "**Target Element**" highlighted in bold red next the Element(s) chosen by the teacher.

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**As an administrator, is there a report that I can pull to see who on my staff has completed their PGP?** Yes, in iObservation there is a report called, "Plan Status".  
**As an administrator, is there a report that I can pull to see how my teachers are progressing with their PGPs?** Yes, in iObservation there is a report called, "Target Element Status".

### **Additional Information**

The School District of Palm Beach County (District Bulletin) employs the Deliberate Practice process for all teachers by means of the Professional Growth Plan (PGP). Deliberate Practice is a way for teachers to grow their expertise through a series of planned activities, reflection, and collaboration. Involved in the series is a cycle of setting personal goals, focused practice, focused feedback, observing and discussing teaching, and monitoring progress.

In it's simplest terms, Deliberate Practice is about continually striving to achieve mastery at higher levels. Teachers must think about their current teaching practices and decide how they can take it to the next level.

If you are interested in further reading, please check out this article, "What Teachers Gain from Deliberate Practice" by Dr. Robert J. Marzano.

### **VODCAST PRESENTATION - Deliberate Practice**

Video Runtime:4:03 (*Transcript*)

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