

Glossary of Terms for Growth Plans

Professional Growth Plan (PGP): Original term for tenured teachers who are not on a plan of improvement. PGP may now meet the requirement in PA 173 “for each teacher, there must be specific performance goals and any recommended training that would assist the teacher in meeting these goals.” The term PGP does not need to be used, however, there must be:

- Specific (teacher) performance goals
- Any recommended training to assist the teacher

Individualized Development Plan (IDP): Original term for probationary teachers, still referred to in the law for probationary teacher or any teacher less than an “Effective Rating.” In PA 173 “the school administrator shall develop the IDP in consultation with the teacher and in conjunction with the year-end evaluation.”

Student Learning Objectives (SLO): MDE defines “Student Learning Objectives (SLOs) are measurable, long-term, academic goals, informed by available data, that a teacher or teacher team sets at the beginning of the year for all students.” Basically this is a SMART Goal based on student growth or achievement, either is allowable according to various state definitions and samples. Although MDE offers templates, they clearly state on their website that “these SLO Documents are suggested recommendations.”

Growth Plan: The majority of our operating systems for Ed Evals (i.e. Pivot and iObserve) use the term Growth Plan as an area to create PGP, IDP and SLO. Therefore, our Growth Plan initiative meets the Teacher Action Goal required by the PGP/IDP and the Student Impact Goal Required by the SLO process. **Growth Plan = PGP + SLO or Growth Plan = IDP + SLO**

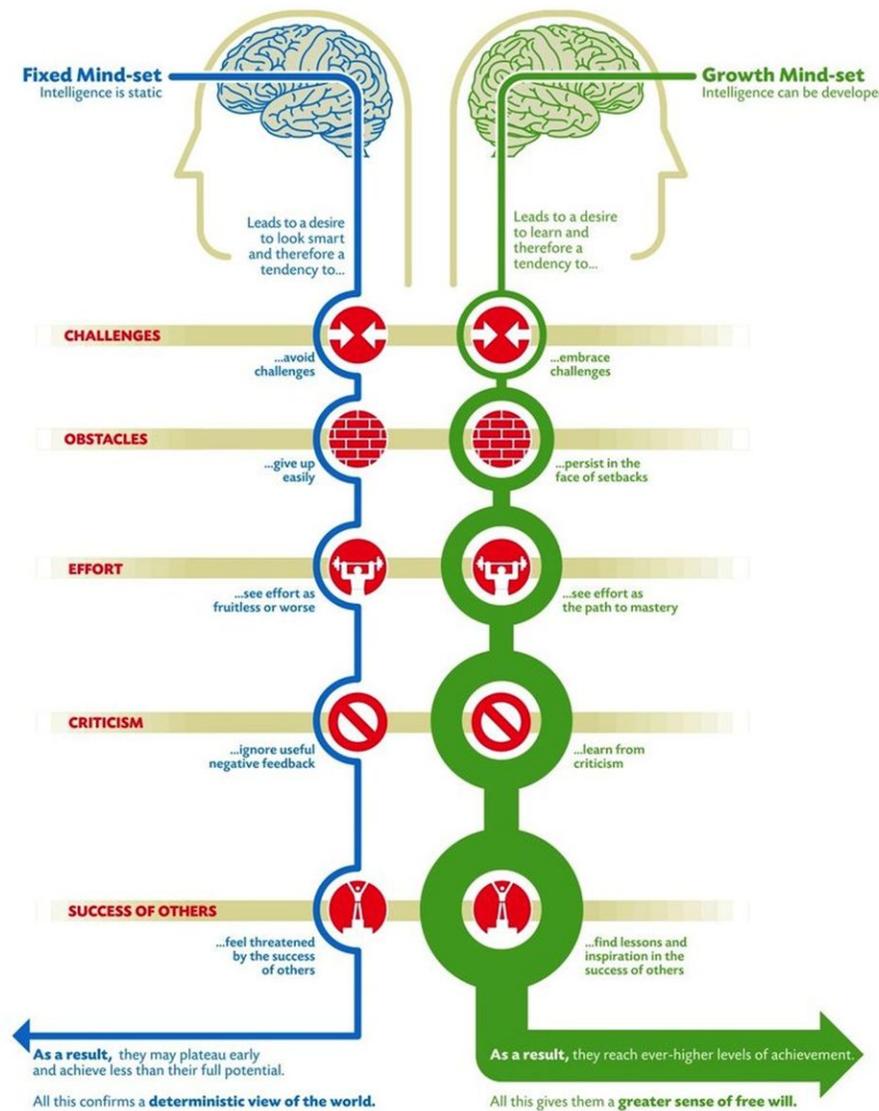
Teacher Action Goal: The portion of the Growth Plan that meets the requirements of a PGP or IDP. Teachers are to write at least one Teacher Action Goal, but it is not recommended to write more than three.

Student Impact Goal: The portion of the Growth Plan that meets the elements of an SLO and meets the requirement for using multiple measures to determine the “student growth and assessment data” portion of an educator’s evaluation.

Student Growth Percentile (SGP): Describes a student’s growth compared to other students with similar prior test scores (their academic peers). Although the calculations for SGPs are complex, percentiles are a familiar method of measuring students in comparison to their peers. For example, Devyn who usually scores around the top 5% of the state, fell slightly to the 92nd percentile in terms of achievement. Since the vast majority of students who were also in the top

5% of the state remained in the top 5%, Devyn receives a Student Growth Percentile of the 25th percentile, meaning Devyn out scored only 25% of students who had similar previous test scores in the top 5%. The vast majority of students in that elite group (75%), scored higher than Devyn.

Plan of Assistance: The district reserves the right to place a teacher on a plan of assistance to provide the teacher with goals and support to make improvements in specific areas. Areas for improvement may stem from elements in the educator evaluation framework that were less than effective or other factors that contribute to an evaluation such as discipline and attendance. Several districts across the OAISD are using the Plan of Assistance as a factor for layoff, where teachers may have an effective rating but would be laid off prior to an effective who has not been placed on a Plan of Assistance.



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