

Individual Learning Plan (ILP) Planning Document **DISCUSSION GUIDE**

Directions: The mentor may use this document to guide the candidate to help the candidate develop a meaningful ILP.

My Professional Growth Goal

- Discuss the candidate's Transition or Bridging Document.
- What are the school/district goal(s) for the year?
- How do the goal(s) connect with student learning?
- What are areas of strength in the candidate's instructional practice?
- Why does the candidate consider them strengths?
- What are some areas the candidate might like to grow in as a teacher?
- What area in the classroom might the candidate want to learn more about and develop?
- Why is it important?
- How might we word this general area into specific goal(s) for the year?
- Compare goal against the litmus test:
 - Is the goal focused on the candidate's teaching practice?
 - Is the goal connected to student learning?

If your goal passes the litmus test, you may record the growth goal in Cell #1 of the ILP-Planning Document.

Identify CSTP Element

- According to the goal(s) listed in Cell #1, which CSTP element(s) will be addressed?
- Please write out the Element(s).
- Element(s) must connect to the growth goal(s).

Record identified element(s) in Cell #2 of the ILP-Planning Document.

My Action Plan for Achieving My Goal

- Describe some research methods (i.e. peer observation, article or book, website or internet research, professional development, interview, analyzing feedback from observation) the candidate may want to explore to help them achieve the ILP goal(s).
- What other strategies, activities, and/or actions might the candidate try to achieve the goal(s)?

After the mentor/candidate discussion, please provide a description of how you will work to meet your ILP goal(s). Please respond to Cell #3 of the ILP-Planning Document.

Expected Candidate Outcomes

- What is the predicated outcome from growing in the goal(s)?
- What might you look for at the end of each of the Cycle of Inquiry to show progress towards meeting your goal(s)?
- What might the candidate look for along the way?
- Describe how the candidate teaching practice has grown.
- What might change in the candidate's instructional practice?

What might this look and sound like? Record the expected teacher outcome(s) in Cell #4 of the ILP-Planning Document.

Suggestions/Comments From the Site Administrator

- The next step will be to schedule a 15-minute meeting with the Site Administrator.
- Take the completed ILP-Planning Document to the meeting and share the ILP goal(s), the identified CSTP Element(s), the action plan, expected candidate outcome(s) and the mentor's comments with the Site Administrator.
- Have the Site Administrator identify any school/district goal(s) they might want the candidate to work on during the year. The Site Administrator will comment or give suggestions on how they might support them in reaching their goal(s) and strengthen the candidate's professional practice.

Please remember that the ILP-Planning Document needs to be **uploaded and approved by Friday, Sept. 28**. Mentors may attend the meeting with their candidate, but it is not mandatory.

Suggestions/Comments From the Mentor

- The mentor will share suggestions on how the candidate can become part of the larger professional learning community within the profession.
- What Professional Development might they attend?
- How might the mentor support the candidate specific to the candidate's growth goal(s)?
- What resources might they suggest using?

Record those suggestions in Cell #6 of the ILP-Planning Document. Mentor signature is required.