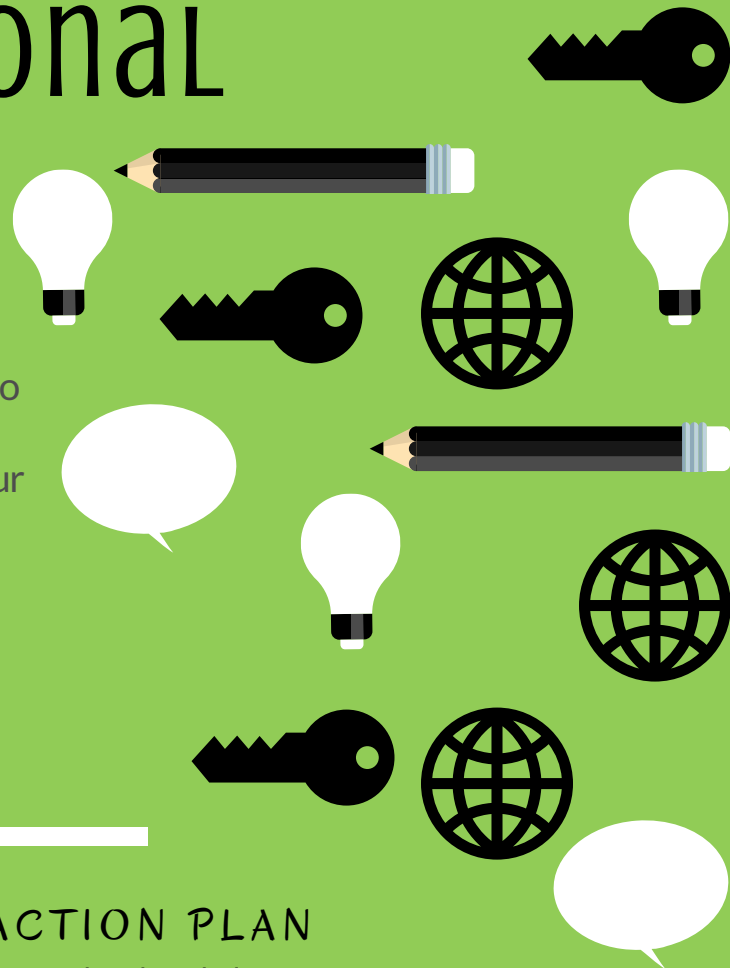


# YOUR PROFESSIONAL GROWTH PLAN

The Professional Growth Plan will empower you to chart your own path towards instructional and professional growth. Your voice and vision for your own future in education is being honored.

Embark on your own journey through self-determination.



## 1 FIRST STEP: DEVELOP AN ACTION PLAN

Begin by examining the context within your own school and classroom. What is unique about your school and the students within your own classroom?

## 2 SECOND STEP: DESIGN YOUR PGP

Think about your own professional and instructional practices. How do you want to grow as an educator or licensed professional?

## 3 THIRD STEP: FINALIZE YOUR PGP

Present your path towards professional growth to your supervisor.

## 4 FOURTH STEP: MAINTAIN EVIDENCE FOR YOUR PGP

Maintain your own formative documentation of growth.

## 5 FIFTH STEP: YEARLY REVIEW OF YOUR PGP

Collaborate with your supervisor annually to review progress towards your PGP.

## 6 SIXTH STEP: SUBMIT PGP DOCUMENTED ACCOMPLISHMENTS

Reflect upon the impact your growth has had on your students as well as your instructional/professional practice, and then submit for your lane increase.

# PROFESSIONAL SALARY TABLE (PST)

PROPOSED 2015-16

## Overview:

The New Professional Learning Salary framework recognizes professional learning, which promotes significant contributions to student learning and educator practice, and is equally accessible to all members of the bargaining unit. The framework encourages educators to remain career-long learners in order to increase student learning, to enhance educator skills, and to have educators be visible models as learners to their students and the community.

	1	2	3	4	5	6	7	8
A	\$40,000	\$45,284	\$50,568	\$55,852	\$61,136	\$66,420	\$71,704	\$76,988
B	\$41,321	\$46,605	\$51,889	\$57,173	\$62,457	\$67,741	\$73,025	\$78,309
C	\$42,642	\$47,926	\$53,210	\$58,494	\$63,778	\$69,062	\$74,346	\$79,630
D	\$43,963	\$49,247	\$54,531	\$59,815	\$65,099	\$70,383	\$75,667	\$80,951
E	\$45,284	\$50,568	\$55,852	\$61,136	\$66,420	\$71,704	\$76,988	\$82,272
F	\$46,605	\$51,889	\$57,173	\$62,457	\$67,741	\$73,025	\$78,309	\$83,593
G	\$47,926	\$53,210	\$58,494	\$63,778	\$69,062	\$74,346	\$79,630	\$84,914
H	\$49,247	\$54,531	\$59,815	\$65,099	\$70,383	\$75,667	\$80,951	\$86,235
I	\$50,568	\$55,852	\$61,136	\$66,420	\$71,704	\$76,988	\$82,272	\$87,556
J	\$51,889	\$57,173	\$62,457	\$67,741	\$73,025	\$78,309	\$83,593	\$88,877

The Step Increase = \$1,321

The Lane Increase = \$5,284

# HOW DOES THIS WORK?

## How do you change lanes?

A lane is the movement across columns on your Professional Salary Table (PST).

Choose your track, design and complete your own Professional Growth Plan (PGP).

This will include completing 225 contact units (CU). One contact unit is equivalent to 180 minutes of participation in professional learning. All contact units must take place outside of the regular contract day.

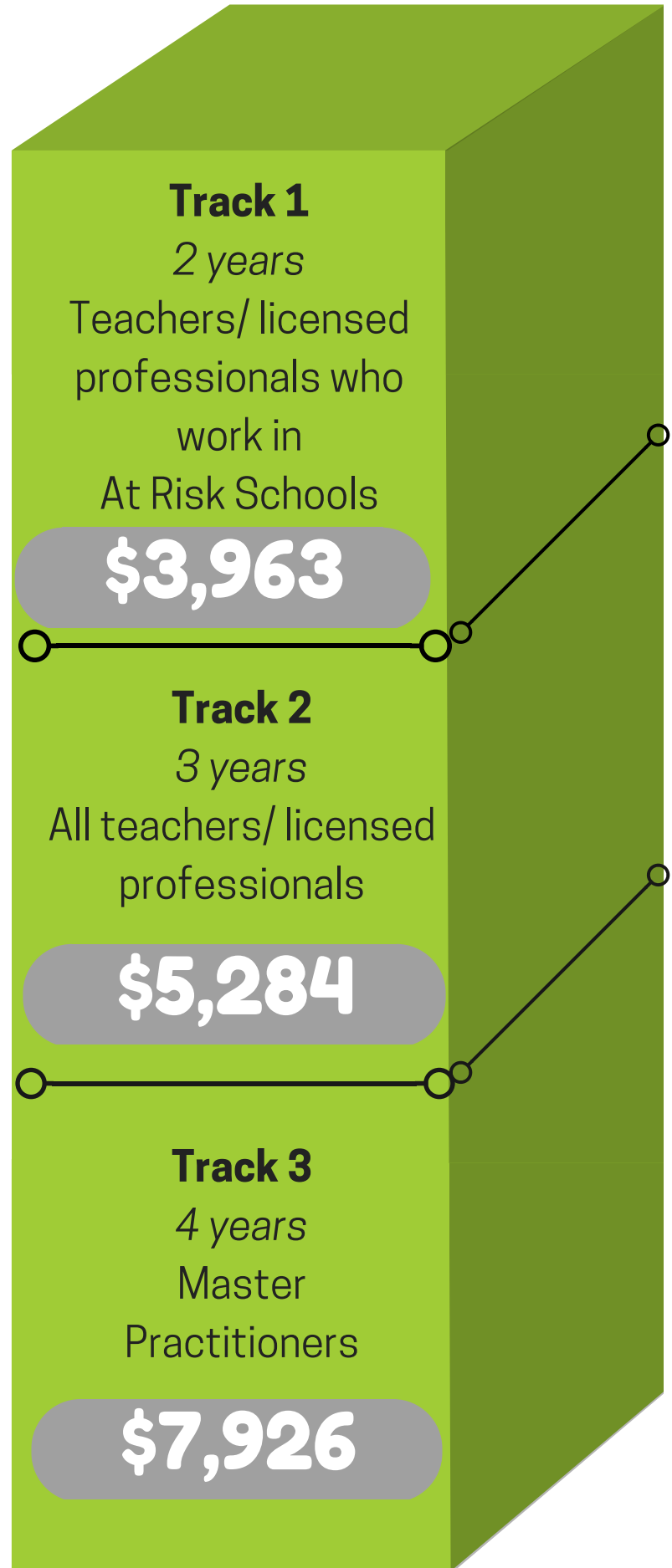
Your professional learning may consist of:

- University or college credits;
- Continuing Education Units;
- National Board Certification;
- Professional Development Education credits; and/or
- Other Professional Learning Opportunities.

*\*Please see the reverse side of this document for research references.*

## How do you advance a step?

You will move down one step increment each year.



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## STEP 1

# DEVELOP AN ACTION PLAN

**Choose your path according to your own needs and those of your students.**

### **Begin Constructing**

Describe the following:

- Your current professional position;
- The needs of your school population;
- Instructional contributions you have made to support students; and
- Begin considering the professional and/or instructional growth you would like to concentrate on throughout your PGP.

## STEP 2

# DESIGN THE PGP

**Self-assess and work collaboratively with your supervisor to develop a clear path.**

### **Build Your Plan**

Include the following components:

- Self-assessment of your own practices;
- Individualized action goal/s ;
- Record your proposed professional learning opportunities;
- Estimate the number of contact units; and
- Summarize the intended impact.

*\* Plans can be proposed individually, as small groups within or across schools, or school-wide.*

### **Connecting the NEPF**

*How can you develop an action plan that will align your NEPF goal/s to your PGP?  
Your PGP will serve as evidence towards your NEPF standards and indicators.*

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## STEP 3

**FINALIZE THE PGP**

Share your PGP with your supervisor before submitting.

**Fine Tune Your Plan**

Work to:

- Present your final PGP to your supervisor;
- Document your collaboration between you and your supervisor;
- Mutually agree upon the final review of your PGP; and
- Register your PGP to Human Resources.

## STEP 4

**MAINTAIN EVIDENCE  
FOR THE PGP**

Keep formative documentation of progress towards your PGP.

**Chart Your Progress**

Organize documentation:

- Update your plan to include the contact units you have completed; and
- Provide appropriate documentation for your completed contact units.

**Connecting the NEPF**

*Reflect upon your practice and take ownership of your own professional growth through targeted and sustained professional learning opportunities.*

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## STEP 5

# YEARLY REVIEW OF THE PGP

Review your PGP progress annually.

### Check Your Progress

Consider the following:

- Review your goals;
- Reflect on your own learning;
- Connect your learning to your goal/s;
- Communicate your impact on student/adult learning; and
- Revise your goals and outcomes to ensure your continued rigorous growth.

## STEP 6

# SUBMIT PGP DOCUMENTED ACCOMPLISHMENTS

Submit your final documents to receive your lane increase.

### Submission

Reflect upon your journey:

- Think about your growth holistically;
- Look for patterns, and find the thread that links your accomplishments;
- Focus on the challenges you have encountered and strengths you have discovered throughout this journey; and
- Discuss goals for your future PGP.

### Connecting the NEPF

*Incorporate your PGP into your NEPF goal setting and pre/post conferences, and use reflection as a vehicle towards a continual upward spiral of growth.*

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1

DEVELOP AN ACTION PLAN

Completion of the contextual information.

2

DESIGN THE PROFESSIONAL GROWTH PATH

Design PGP according to school needs and desired professional growth.

3

FINALIZE THE PROFESSIONAL GROWTH PATH

-University credit  
-PDE  
-CEU  
-NBCT  
-PEF Teacher Leadership

4

MAINTAIN EVIDENCE OF THE PROFESSIONAL GROWTH PLAN

Share with your supervisor as a collaboration on professional practice.

5

YEARLY REVIEW OF THE PROFESSIONAL GROWTH PLAN

Educator will maintain documentation to be submitted as evidence of completion.

6

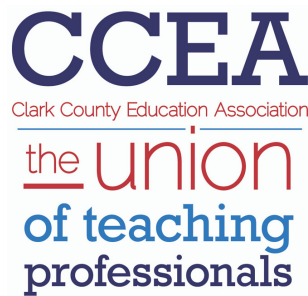
Submit PGP Documented Accomplishments

ACCOUNTABILITY

Paths
2 year movement
3 year movement
4 year movement

**Submit Documented Accomplishments:**  
Think about your growth holistically. Look for patterns between professional learning opportunities, and find the thread that links your accomplishments. Focus on the challenges you have encountered and the strengths you have discovered throughout your journey.

**Accountability:**  
Rubric that ties back to the NEPF Standards and Indicators.



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*CCEA is working to ensure that every educator  
in CCSD is on a path to accomplished  
teaching by design  
and not by exception.*

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