

# Revising your Individual Development Plan— Rewriting the Goal



An Individual Development Goal needs to be focused on what area you, the individual, will work on *learning, studying, or improving or growing*. It is not an action plan for use with your students. Following are some examples:

**Wrong:** I will use the instructional strategies of math investigations and guided reading to improve student academic achievement.

*Ask yourself: What areas in math investigations and guided reading are hard for me to teach?*

**Right:** I will improve my knowledge of math content to teach math investigations. I will improve my teaching skills in guided reading, particularly in scaffolding and identifying the skill levels of readers.

**Wrong:** I will implement activities that promote cooperation and integrate math and writing.

*Ask yourself: Why do I need to integrate more math and writing into my instruction? What do I need to know more about to do it?*

**Right:** I will learn instructional strategies to help me integrate writing skills into my lessons, including six-trait writing. I will learn strategies to promote cooperation between students, especially the use of peer editing conferences.

**Wrong:** I will use a variety of strategies to improve my curriculum and instruction to increase student learning.

*Ask yourself: What do I need to do better in my instruction? When do I have trouble with the kids?*

**Right:** I will learn strategies for making my instruction more actively engaging, OR I will improve my content knowledge in mathematics, OR I will develop my understanding of the use of standards-based instruction. There are many possibilities; these are just three examples.

**Wrong:** I will integrate reading skills across curriculum and content areas for all students.

*Ask yourself: Why aren't I integrating reading into other classes very much?*

**Right:** I will improve my content knowledge in science and social studies so I can choose appropriate reading selections to integrate into the curriculum.

**Wrong:** I will develop the leadership skills of teachers in my building.

*Ask yourself: What will help me be successful in doing that? What do I need to learn and reflect on to do that?*

**Right:** I will study effective staff development planning to increase my ability to help my teachers grow in their use of leadership skills.

**Remember,**

**Think about what you want to learn more about. If you've written an action plan type of goal, think about what you need to learn more or know more about in order to be able to implement the action plan. That will be your individual development goal.**