Individual Professional Development Plan AKA: the IPDP

Your Plan for the Future

What is an IPDP?

It is your guide to meaningful professional development to improve your professional practice and student learning.

Your IPDP goals and corresponding professional development activities should result in new learning and continuous growth for you as an educator.

The IPDP

* Becomes the foundation of your relicensure portfolio
* Should be reviewed on a regular basis and revised or amended if needed through your LPDC
* Must be approved by your LPDC
* Should be on file with your LPDC after you receive your new professional license.
* Is your responsibility: to create, to understand, to follow, to review, to document, and to know its location.

Developing an IPDP – The basic Outline

**Step 1:** Self Assessment (collect and analyze student data)

* Analyze your practice using the Ohio Standards for the Teaching Profession or the Ohio Standards for Principals and the Ohio Standards for Professional Development.
* Analyze your practice using the knowledge and performance standards of your endorsement(s).
* Analyze your classroom data

**Step 2:** Develop goals to improve student learning by strengthening your practice and aligning with school/district goals, initiatives, or action plans.

**Step 3:** Plan professional development to meet goals and write them as SMART goals.

**Step 4:** Submit your IPDP to the LPDC for approval.

**Step 5:** Implement your new learning and review your IPDP regularly to determine if it should be amended or revised.

The Actual IPDP

After reviewing and reflecting on your practice, student data, school initiatives, the knowledge and performance standards of your endorsement(s), and the Ohio Standards for Teachers or Principals and the Ohio Standards for Professional Development you should be ready to develop your IPDP according to the SMART goal format.

What does SMART mean?

S – Specific – identify what will happen

M – Measurable – clear indicators of student success

A – Attainable – can be accomplished with available resources

R – Relevant - something related to your students growth and achievement

T – Time-bound – when the goal will be met

Professional development that improves teaching and learning

* Is self-directed reflecting student achievement
* Is standards based and data driven
* Includes targeted learning and reflective practice

The IPDP portfolio includes Reflective Practice

* Reflection on the IPDP goals
* The impact of the professional development upon practice
* Reflective choice of artifacts for documentation

REMEMBER

* The Ohio Standards for the Teaching Profession are integrated within the goals
* In the portfolio, reflection is on the goal and the impact that professional development had on student achievement.

Who Benefits?

* You, the educator, benefit because your PD raised your knowledge for improving student achievement
* Your students benefit because their learning improved