

Criterion E: Continued Professional Growth

Master Teachers engage in continuous professional development and reflection. They use multiple resources to shape the focus and goals of their professional development including student learning, assessment data, researched best practices and school and district goals. They evaluate their personal growth, understanding and application of knowledge and develop an appropriate professional plan.

For a Master Teacher candidate to meet Criterion E, the candidate must demonstrate continued professional growth that has a direct impact on student learning and be aligned to school and district goals.

Written Narrative: Describe your professional growth activities from the last three to five years.

Within your narrative, address the following:

- How you analyze your professional knowledge, strengths and weaknesses to develop targeted goals for professional growth (PD 2.2a)
- How your professional development is linked to daily practice and student achievement data (PD 1.4d and 2.1c)
- How your professional development integrates relevant and current best practices (PD 6.2)
- How your professional development has had an impact on student learning (7)

Candidates must provide labeled and referenced evidence to support their responses to this item.

Focus on Continued Professional Growth Scoring Guide

2 points each	1 point each	0 points each
The teacher uses a variety of data sources to analyze his/her professional knowledge, strengths and weaknesses in order to develop targeted goals for professional growth. (PD 2.2a)	The teacher identifies areas for professional growth using minimal data sources.	The teacher does not use outside resources to support his/her professional growth.
The teacher's professional development is linked to daily practice and student achievement data. (PD 1.4d and 2.1c)	The teacher's professional development is somewhat linked to daily practice and data.	The teacher's professional development is not linked to daily practice or data.
The teacher's professional development integrates relevant and current best practices. (PD 6.2)	The teacher's professional development integrates some best practices.	The teacher's professional development does not integrate current best practices.

Sample Written Narrative E1

Having taken on the challenge of teaching Advanced Placement English Lit, I realized I needed to better understand the scoring system used by the AP for the exam essays. In addition to working with my students to develop successful essays, I served as an AP exam reader for a full week in June. My immersion in the process and contact with AP colleagues across the nation has benefited me and my students. In addition to the 48 contact hours earned, I gained a personal and deep understanding of the development of AP essay scoring rubric. Passing this along to my students has been invaluable in their learning how to write to a prompt with the best possible results. We have continually worked on best practices in responding to a prompt. I have continued my professional growth by joining the AP listserv for my subject area and volunteering to conduct

trainings in the region. Attached is a representation of the student data based on the results of the AP exam for the past five years. You can see the increase in scores as the years have progressed (Evidence 10).

Sample Written Narrative E1 Scoring:

This sample would receive a 2 point because the teacher’s professional development is linked to daily practice and student achievement data. It also addresses a target goal for professional growth.

The teacher talks about professional growth in scoring the AP exams and then is able to share that knowledge with the students in preparing them for the exam. The teacher talks about how they are continuing their professional growth by joining a list serve.

Sample Written Narrative E2

I have attended several required professional development sessions during the past five years. They have ranged from classroom management to maintaining accurate records to standards based instruction. We are required to attend a six hour session of our choice each year and then have two district wide required meetings yearly that I have faithfully attended. I have randomly chosen my six hours based on what works for me or my friends. The six hours are from choices provided by the district over the summer. So there are times where there might be a topic I feel better addresses my needs as an educator but have a summer time conflict. I am able to use some of the strategies in my classroom and have seen an improvement in the quality of student work. For example one of the workshops dealt with writing strategies for extended response answers. I was able to go back to my classroom, use the strategy and it improved the quality of the responses from my students.

Sample Written Narrative E2 Scoring:

This sample would receive a 1 point because the teacher’s professional development integrates some best practices.

This teacher provides a vague response that indicates integrating writing strategies within their classroom.

Possible Evidence of Teacher Work:

- Describe a professional growth opportunity that had an impact on your classroom instruction and how it improved student learning
- Create a table/resume of professional development opportunities and describe how it had an impact on your classroom and student learning
- Reflection and analysis of one’s own professional knowledge, assessing strengths and weaknesses in regards to increasing students’ learning and achievement, and targeted goals for professional improvement
- Incorporation of professional knowledge/skills gained utilizing these in daily teaching practices and instructions
- Integration of relevant and current best practices.
- Labeled and referenced evidence indicating your continued professional growth and how it has had a direct impact on student learning
- Labeled and referenced examples of high quality professional development which utilizes continuous, data-driven, collaborative, varied, evaluated and results-oriented methods
- Professional growth activities referenced must have occurred during the past five years.

Teacher Work/Instruction Planning Possibilities:

- Take relevant classes for personal development
- Analyze current literature on needed topics
- Join teacher committees working on necessary topics for teacher development
- Goals you have chosen for your IPDP
- Professional collaboration with others in the district
- Assist with development and implementation of PD Day agendas