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	Nota di contenuto	Cover; Contents; Preface; Acknowledgments; Publisher's Acknowledgments; About the Author; Introduction; Evolution of the Professional Growth Plan Process; Questioning Teacher Evaluation and Professional Development; Redefining School Improvement; Establishing New Priorities; Empowering Teachers; Recognizing Teachers as Learners; The Professional Growth Plan: Designing a Tool for Staff Development; A How-To Guide to Implementing the Growth Plan Process; How to Use This Book; All Learning is Local; Chapter 1 - Professional Growth: Defining the What, Why, Who, and How
		What is Professional Growth?What is a Professional Growth Plan?; What is the Professional Growth Plan Process?; Why Use the Professional Growth Plan Process?; Building on the Foundation of Knowledge and Experience; Providing Learning Opportunities; Shaping a Learning Community; Who can Use a Growth Plan?; Group Growth Plans; Who can Lead the Professional Growth Plan Process?; How to Implement the Professional Growth Plan Process Successfully; Encouraging New Traditions in Professional Growth; Chapter 2 - Managing the Professional Growth Plan Process; Operational Issues; Allocating Resources
		Resource Allocation ConsiderationsAvailable Resources Versus Needs-A Balancing Act; Typical Resource Needs; Acquiring Additional Resources;

Who Has the Time?; Organizing People, Events, and Information; Forms-How can They Help?; Forms Track the Growth Plan Process; Forms Facilitate Communication; Forms Provide Documentation; The Problem with Forms; Introducing the Process to Staff; Soliciting Participants; Professional Growth Plan Participant Blackline Master Guide; The Professional Growth Plan Format; Explanation of Professional Growth Plan Components; The Role of Participant Blacklines

The School Leader as Coach and AdvisorChapter 3 - Identifying Areas for Professional Growth; The First of Four Phases; Targeting Professional Growth; Conducting a Personal Needs Assessment; Comparing Current Practices to Established Professional Performance Standards/Best Practices Research; Reviewing and Understanding Professional Performance Standards and Best Practices Research; Examining Relevant Student Performance Data; Facilitating Data Analysis; Linking Practice and Performance; Needs Assessment and the School Leader; The Needs-Assessment Conference

Common Needs-Assessment Conference ProblemsThe Needs-Assessment Conference Record; If Needs Assessment is Not Feasible; Choosing a Topic: Focusing the Professional Growth Plan; A Collaborative Growth Plan; Logistics of a Group Plan; Chapter 4 - Designing the Professional Growth Plan; The Second Phase: Plan Design; What's in Store; Guiding the Design Process; Establishing Professional Goals; Where Do Goals Come from?; What Makes a Good Goal?; Establishing Learner-Centered Goals; Can Goals Change?; Establishing the Questions; Creating the Essential Question; The Pursuit of Answers

Creating Related Questions

| Sommario/riassunto | Offers school leaders guidance for designing and implementing a sustainable professional growth process, demonstrates how participants can develop individual action plans, and helps redefine school improvement efforts. |