

Professional Practice Goal (New Educators)

| Educator Information | |
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| Educator: | |
| School(s): | |

A minimum of one student learning goal and one professional practice goal are required. **Team goals must be considered** per [603 CMR 35.06\(3\)\(b\)](#). Attach pages as needed for additional goals or revisions made to proposed goals during the development of the Educator Plan. [Click HERE to view sample Student Learning SMART Goals.](#)

| Professional Practice SMART Goal Template | |
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| Educator: | Title: Professional Practice Goal |
| School(s): | |
| <u>District Strategy Alignment:</u> <input type="checkbox"/> Belong <input type="checkbox"/> Connect <input type="checkbox"/> Grow | |

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| 1. Professional Practice Goal | By June 2024, I will develop an understanding and adherence to the Lynnfield Public Schools' vision, culture, and high expectations. Measurement includes my attendance and participation of 100% of the Induction and mentor meetings , in addition to the required PD activities below. |
| 2. Professional Learning Program Why was this goal chosen? What will you do to make your goal successful? | It is critical that I become acclimated to the culture and expectations of the Lynnfield Public Schools in order for me to reach my utmost potential as a first-year educator in this district. If I do so, my students will only benefit from my commitment and preparation. I will adhere to the plan below and communicate regularly to ensure my success. |
| 3. Anticipated New Knowledge and/or Skill | <ul style="list-style-type: none"> Ability to develop collaborative relationships with all community members |

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| | <ul style="list-style-type: none"> • Understanding of cultural expectations within school/district • Demonstration of cultural proficiency within teaching and learning • Understanding of educator evaluation standards |
| 4. Time Frame | September 2023-June 2024 |
| 5. Specific PD Activities | <ul style="list-style-type: none"> • Participate in 100% of Induction Meetings and implement strategies into practice • Meet with mentor at least three times each month • Observe mentor or another teacher or be observed by a mentor at least twice/month • Complete written reflections, including thoughtful discussion in seminars • Participate in school/community events • Offer thoughtful reflections on professional practice • Complete Striving For Equity Course within first two years of employment - see dates here |
| 6. Anticipated Work Products or Evidence of Goal Attainment | <ul style="list-style-type: none"> • Copy of attendance sheet and lesson plans (Induction meetings) • Log of observations (maintained by mentee) • Attendance and participation in specific school/community activities • TeachPoint evaluations and reflection • Evidence template • Log/evidence with mentor and supervisors |
| 7. Resources Needed | <ul style="list-style-type: none"> • Ongoing support and collaboration with mentor |