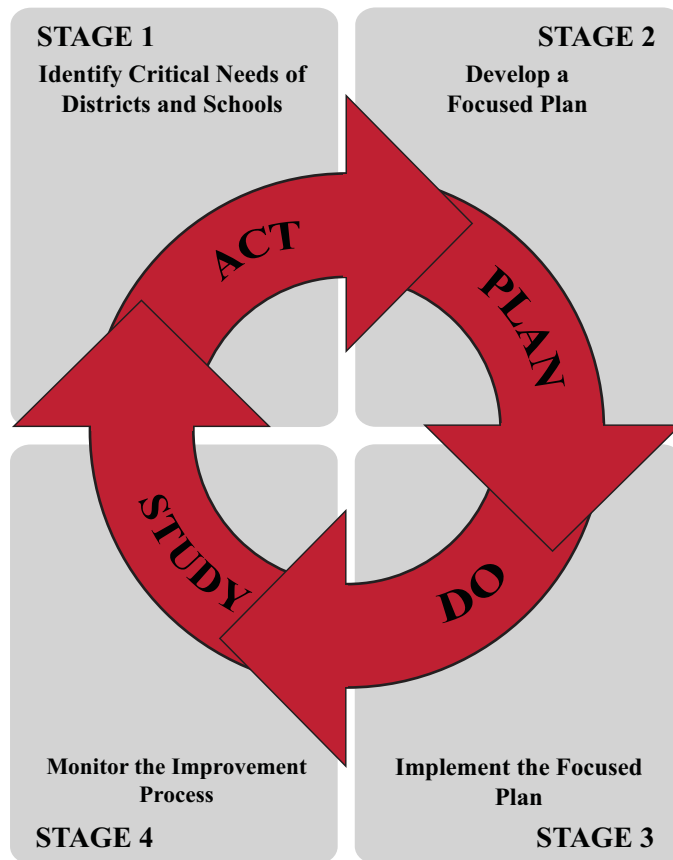The Process Model that follows was developed by a subcommittee of the Regional Local Professional Development Committee Support Team to facilitate the transition to an Individual Professional Development Plan (IPDP) evaluation rubric, as mandated by Senate Bill 2.

Aligning the process used by the Local Professional Development Committees (LPDCs) statewide provides a consistency of both systems and expectations for educators' individual professional development. Every effort was made to keep the process simple, yet open to customization by LPDCs as necessary. This four-step Process Model aligns with PLAN-DO-STUDY-ACT and with the Ohio Improvement Process.

Ohio Improvement Process

STAGE 1
Identify Critical Needs of Districts and Schools

STAGE 2
Develop a Focused Plan

ACT

PLAN

STUDY

DO

Monitor the Improvement Process
STAGE 4

**Implement the Focused Plan**
STAGE 3

Educators are asked to

- examine their practice;

- determine priorities and goals;

- complete the IPDP according to the LPDC policy; and

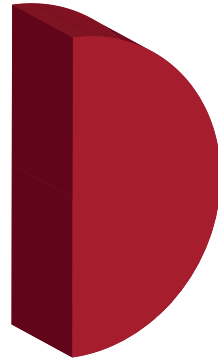- obtain pre-approval from the LPDC (per district policy)

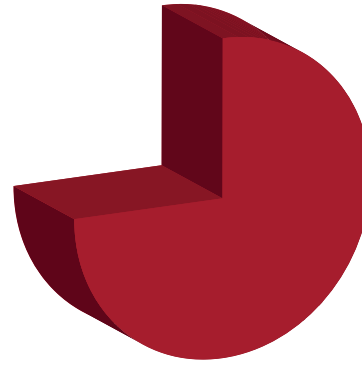New to the IPDP language is the inclusion of "SMART" goals.

Process Model

Examine Your Practice	**Determine Priorities and Goals**	**Complete IPDP According to LPDC Policy**	**Obtain Pre-Approval from LPDC***
			*per district policy
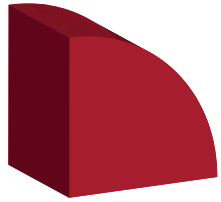
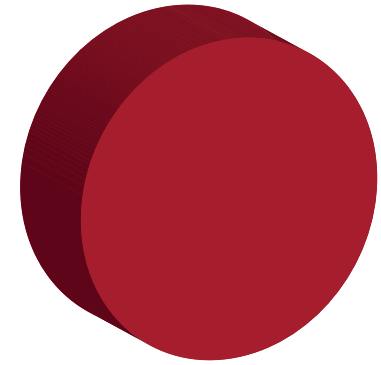| Examine Your Practice	Determine Priorities and Goals	Complete IPDP According to LPDC Policy	Obtain Pre-Approval from LPDC*
1 Examine multiple sources of data *2* Complete the appropriate educator standards' self-evaluation *3* Consider school and district goals *4* Provide a goal rationale	• Prioritize your needs • Relate goals to license, current assignment, future plans, district/building goals • Write SMART goals, which can be modified as needed	**S** pecific **M** easurable **A** ttainable **R** esults-based **T** ime-bound	**YES**　　**NO** Revise and Resubmit (see steps 1-3)

Write SMART Goals

State an Intention to Engage in Learning	Describe an Area of Focus for the Learning	Include the Rationale	Add the Activities	Predict a Completion Date (Optional)
I will acquire	multiple strategies	to improve classroom discipline	by participating in a building-level book study	January–March 2008
I will investigate	interdisciplinary strategies	to incorporate more connections between core subjects in my classroom	by participating in Sustainable Development's Distance learning course on interdisciplinary education	Summer 2008
I will enhance my abilities in teaching	special needs students	to improve student learning	by attending ASCD Differentiation Conference	July 4–8, 2008
I will enhance my skills	in both interpreting and using data	to appropriately adjust instruction to enhance student learning	by participating in online training on Value-Added	April–June 2008

NOT
I am getting my master's degree

INSTEAD
I am taking graduate coursework in collaborative learning to implement in my classroom and to work toward my master's degree.

NOT
Going to Value-Added Workshop

INSTEAD
I will acquire new ways of approaching and using data through Value-Added trainging and follow-up.