South Bend Community Schools

Educator Growth & Proficiency System: Teachers

**5. Mid-Year Conference Preparation** Due 3 days prior to Mid-Year Conference

Teacher: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

1. SMART Goal(s):

Impact to Date

* Comparative student data. Provide baseline and any interim assessments conducted to date
* Professional Actions aligned to improving student learning implemented to date

2. Professional Target Learning Areas:

* Evidence of effort to participate in professional learning activities

3. Reflection on Theory of Action:

4. Mid-Year Adjustments:

* What was accomplished? What was not?
* Revised Action Plan for next part of the year:

5. Support:

What professional learning and/or other type of support would help you to achieve success?

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**6. Mid Year Conference Protocol** Conference due by February 6

Teacher: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_

 **Activating & Engaging**

1. What are the Student Target Learning Area and the SMART Goal that are focusing your Growth & Proficiency work?
2. What Professional Target Learning Area(s) is or are guiding your learning and improvement aligned to your Student Target Learning Area?

**Exploring & Discovering**

1. What are your impressions of the progress of your slice students in the Student Target Learning Area?
2. Given your impressions, what specifically is the progress of your slice students toward the SMART Goal?
3. What interim performance data support your claim of the students’ progress toward the SMART Goal?
4. Recalling the SMART Goal Action Plan, which Steps have you implemented?

 What are your observations as to student performance related

 to them?

1. Focusing on these observations, what interim evidence are you using to support these?
2. Given your observations about your slice students’ learning, what are your reflections on your Theory of Action – the linkages that you defined between your teaching and your students’ learning?
3. Focusing now on your Professional Target Learning Area (PTLA), which of the Action Steps have you taken?
4. What are some effects that you are observing in your teaching, both in the classroom and in terms of the Area and Element(s) of Performance in *The Framework* that are focusing your learning?

**Organizing & Integrating**

1. Reflecting on the SMART Goal Action Steps that you have taken, and the interim student performance evidence, what hunches are you holding about what is contributing to the progress that you are observing?
2. Looking forward, how might you apply these hunches as you continue your Growth & Proficiency initiative with this slice of students?
3. In our Initiating Conference, you identified a Theory of Action: linkages that you identified between your Student Target Learning Area and your Professional TLA. Recalling these, how might your Theory of Action be evolving throughout this work?

 **Planning**

1. Given these reflections, what aspects of student learning seem to call for particular attention, and what adjustments or updates are you anticipating in the students’ SMART Goal Action Plan?
2. And given your reflections on your professional learning aligned to the SMART Goal, what aspects of your teaching seem to call for particular attention; what adjustments or updates are you anticipating in your Professional Action Plan?

 What supports will be important to your continuing progress?

1. Reflecting on this Mid Year conversation, what are you learning? How has this conference supported your Growth & Proficiency initiative?

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**7. Mid-Year Conference Summary** Due 5 days post Conference

Teacher: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Student Target Learning Area (STLA)

Describe progress to date toward each SMART Goal on the part of slice students, citing the interim performance data that documents this progress.

2. Action Plan to Achieve the SMART Goal

Summarize progress to in implementing the Action Plan for the SMART Goal of the student slice.

3. Adjustments and Updates

Summarize any modifications to the Action Plan for the SMART Goal.

4. Professional Learning

Summarize teacher’s progress in implementing the Action Plan for the Professional Target Learning Area (PTLA) adjustments that are planned, and any support to be provided for the remainder of the year.

5. Theory of Action

Summarize impressions about the initial Theory, and identify any modifications that are planned.

6. Adjustments and Updates

Summarize any modifications that are planned, and any support to be provided for the remainder of the year.

7. Feedback and Ideas Put on the Table

Summarize feedback provided to the teacher during the mid-year conference, and ideas that may have been put on the table by the Administrator for the teacher’s use.

8. Other Comments: