

Montgomery County Public Schools
PROFESSIONAL DEVELOPMENT PLAN (PDP) FORM:
LIBRARY MEDIA SPECIALISTS

Name: _____

Date: _____

Position: _____

School: _____

Length of Professional Growth Cycle: 3 year 4 year 5 year
(check one)

Duration of Plan: from _____ to _____

Year in Cycle: _____

1. What is my desired outcome for professional growth?

2. How does the outcome relate to MCPS goals and my school's goals (School Improvement Plan)?

3. What data sources did I use to establish my outcome? What data will I use to assess achievement of my outcome?

4. Which of the professional development options/strategies/techniques listed below will I use?

Collaborative Options:

- Peer Reflective Conversations
- Committee or Task Force Participation
- Delivery of Workshops/Courses
- Development of New Materials for the Library Media Center
- Study Groups
- Action Research
- Networking Group
- New Curriculum Development
- Participation in Library Media Center Exchange Program
- Team Teaching for Media Center Program or Activities
- Team Planning for Media Center Program or Activities
- Audio/Video Tape Analysis
- Professional Visits (to visit another library media specialist)
- *Peer Visits with Reflection (being observed twice by a peer at your request)**
- Other (be specific)

*The required one year of each professional growth cycle

Independent Options:

- Audio/Video Tape Analysis
- Delivery of Workshops/Courses
- Development of Media Materials
- Action Research
- Professional Visits (to visit programs)
- Review of Professional Literature
- Training
 - school-based workshop
 - out-of-school workshop
 - conference(s)

Please describe this (these) staff development activity (activities):

- Writing of an analytic or reflective journal
- Other (be specific)

5. PDP Support Team (i.e., staff development teacher/other library media specialists/IRT/RT/peers):

6. List anticipated/needed resources:

7. Devise a tentative timeline for the implementation of your plan with periodic benchmarks to judge your progress.

Library Media Specialist: _____ (Date)

Supported by Staff Development Teacher: _____ (Signature) _____ (Date)

Approved by Principal/Administrator: _____ (Signature) _____ (Date)

Progress Check Point Date: _____

Professional Development Options

These are options for years of the professional growth cycle.

Peer Reflective Conversations

- Invite a peer to discuss and help you reflect on a specific aspect of your teaching.
- Choose a reference point for these conversations such as student work samples, videotape of a lesson, or peer visit information.

Peer Visit with Reflection

- Invite a peer to observe a specific aspect of your teaching, so that together you can reflect on the teaching and learning taking place.
- Participate in a planning conversation to identify the focus of the lesson.
- Participate in a reflective conversation to discuss ideas for improving teaching and learning.

Professional Visits

- Ask to observe a peer or a program.
- Participate in a planning conversation to identify the focus of the visit.
- Participate in a reflective conversation to discuss application ideas and clarify questions.

Action Research

- Study your own teaching/learning practices (as an individual or with a group) to make formal decisions on ways to improve instruction.
- Engage in action research steps in the following sequential order: observe situation; identify and pose a question; collect data; analyze data; identify action steps and implement; document and discuss; summarize and share lesson learned, implications or conclusions.

Study Group

- Meet with a small group of media specialists on a voluntary basis to study and experiment with topics of interest around your craft that will increase your professional repertoire for the benefit of students.

Audio/Videotaping

- Create a tape to collect data for analysis and/or reflection.
- Participate in a peer reflective conversation focused on the audio/videotape.

Delivery of Workshops/Courses

- Prepare, develop, and/or deliver courses or workshops.
- Provide a measurable educational impact for peers, parents, or others.

Develop Instructional Materials

- Create collections of thematically related materials and share with colleagues.

Journal Writing

- Reflect on or synthesize professional readings.
- Critique your own teaching or the teaching of a colleague.
- Record data from classroom observations; analyze trends.
- Write for a specific length of time or amount in response to a prompt, stem, or question.

Networking

- Participate in regular or frequent collegial dialogues and collaborative activities focused on school improvement
- Work with practitioners from different schools.
- Conduct purposeful work focused on educational change.
- Engage in practitioner-driven school-based renewal.

New Curriculum Development

- Develop and pilot new curriculum and share with colleagues.

Participation in a Course

- Apply strategies learned in the course to current instructional practice and share with colleagues.

Teacher Exchange Program

- Teach in another school, district, or country and share insights with staff.

Team Teaching

- Plan, teach, and evaluate a unit collaboratively.

Share responsibility for developing, presenting, and assessing a lesson.