****RIALTO USD Induction Program

Individual Learning Plan (ILP)

[Next Cycle](#225znd246ozb)

| INDUCTION PROGRAM INFORMATION  |
| --- |
| **Induction Teacher:** |  | **Induction Advisement and Orientation Date:** |  |
| **Tentative Completion Date:** |  |
| **Credential Type:** | * Multiple Subject
 |  **Induction Program Year:** |
| * Single Subject (Specify):
 | Induction Year |
| * Educational Specialist (Specify):
 |
| **School Site:** |  | **Induction Mentor:** |  |
| **Grade Level/Subject****Assignment:** |  |  **Mentor Match Date:** |  |
| * **PGAP- Professional Growth Assistance Plan**
* **Not Applicable**
 | **Date:** |

| TEACHER PRE-ASSESSMENT |
| --- |
| * **University Individual Development Plan or Portability Goals**

Date:  | Strengths: |
| Area to Develop: |
| * **Initial CSTP Self-Assessment**

Date:  |
| **CSTP Elements** | **Evidence** |
| **CSTP 1- Engaging and Supporting All Students in Learning** | Strengths:  |
| Areas for Growth:  |
| **CSTP 2- Creating and Maintaining Effective Environments for Students' Learning** | Strengths:  |
| Areas for Growth:  |
| **CSTP 3- Understanding and Organizing Subject Matter for Student Learning** | Strengths: |
| Areas for Growth: |
| **CSTP 4- Planning Instruction and Designing Learning Experiences for All Students** | Strengths: |
| Areas for Growth: |
| **CSTP 5- Assessing Students for Learning** | Strengths: |
| Areas for Growth: |
| **CSTP 6- Developing as a Professional Educator** | Strengths: |
| Areas for Growth: |
| * **Identified CSTP Indicator of Focus:**

(within 60 days of the Mentor Match date) Date:  |
| * **Initial Induction Needs Assessment Survey**

Date:  |
| TRIAD MEETING |
| Administrator support on CSTP and Credential focus: |  |

|  [SWIVL Permission Form](https://docs.google.com/document/d/1mDr4XwVDUZnlwApjZ4aFWDrk3FBOfygu51Yodfw0irI/copy) INITIAL OBSERVATION VIDEO  |
| --- |
| Date: Time/Period:  | **Link: Lesson Plan****Link: Observation Video** |
| **Induction Teacher’s Notice(s):**(STRATEGIES, MANAGEMENT, ENVIRONMENT, CONTENT, ASSESSMENT, ACCOMMODATIONS)Reflecting on this SWIVL, choose a minimum of ***3 timestamps*** in your video to do Notices |  |
| **Induction Teacher’s Wonder(s):**Using one of the Notices above, develop a Wonder you may have. |  |
| **Induction Teacher’s response to their own Wonder(s):** |  |
| What are the observable elements during this lesson that demonstrate that I am engaging and supporting all students in learning? (CSTP 1 - Engaging And Supporting All Students in Learning) |  |
| What observable evidence from this video demonstrates my ability to establish and maintain positive classroom culture and dynamics? (CSTP 2 - Creating and Maintaining Effective Learning Environment) |  |
| Mentor Response/Notes: |  |

| CYCLE # \_\_ CSTP INQUIRY GOAL DEVELOPMENT |
| --- |
| **Start Date:** |  |
| **Focus for Targeted Growth:**  |  |
| **CSTP Element:** |  |
| **CSTP Indicator:** |  |
| **CSTP Current Level of Practice based on Indicator:** |
| * **EMERGING**
 | * **EXPLORING**
 | * **APPLYING**
 | * **INTEGRATING**
 | * **INNOVATING**
 |
| The teacher is aware of the CSTP area and can minimally demonstrate the practice(s). Recognizes this as an area for professional growth. | The teacher has knowledge and understands the need to expand the utilization of the practices in the CSTP area. Seeks collaboration and support in developing this CSTP area. | The teacher consistently plans and implements the CSTP area. Implementation includes a reflective analysis of the effectiveness and informs subsequent practices.  | The teacher demonstrates an extensive understanding of the CSTP area. Utilizes knowledge to adapt learning experiences using a broad range of strategies to exhibit the CSTP area.  | The teacher synthesizes knowledge of CSTP areas to create and facilitate experiences where all stakeholders are co-creators of new methods, ideas, and/or products in support of improved student outcomes.  |
| **Describe current practices based on indicator: <TYPE HERE>** |
|  |
| **CSTP Target Growth Level:** |
| * **EMERGING**
 | * **EXPLORING**
 | * **APPLYING**
 | * **INTEGRATING**
 | * **INNOVATING**
 |
| The teacher is aware of the CSTP area and can minimally demonstrate the practice(s). Recognizes this as an area for professional growth. | The teacher has knowledge and understands the need to expand the utilization of the practices in the CSTP area. Seeks collaboration and support in developing this CSTP area. | The teacher consistently plans and implements the CSTP area. Implementation includes a reflective analysis of the effectiveness and informs subsequent practices.  | The teacher demonstrates an extensive understanding of the CSTP area. Utilizes knowledge to adapt learning experiences using a broad range of strategies to exhibit the CSTP area.  | The teacher synthesizes knowledge of CSTP areas to create and facilitate experiences where all stakeholders are co-creators of new methods, ideas, and/or products in support of improved student outcomes.  |
| **Describe intended growth based on indicator: <TYPE HERE>** |

| PLAN |
| --- |
| **Cycle \_\_ Inquiry Question** |  |
| **Pre-assessment** | Date:Skill to be measured and tracked:Tools used to measure: Link: **Evidence & Data** |
| **What are the pre-assessment results?****What did this data reveal?**  |  |
| **Develop a goal statement in response to the inquiry question with a measurable outcome based on the pre-assessment data results.** |  |
| **Implementation Plan** | List the steps to implement my plan:1.
2.
3.
4.
 |
| **Anticipated Time Frame** | # of weeks: \_\_ |

| TEACH & REFLECT(Implementation- How is my plan progressing?) |
| --- |
| **Date(s):**  |
| In this entry, I am implementing my plan by: |  |
| Findings & analysis of the data for this entry: |  |
| Successes and growths observed:(students’ & teacher’s) |  |
| Challenges, concerns, or further thoughts/reflections: |  |
| My next steps will be: |  |
| Mentor Response: |  |
| **Date(s):**  |
| In this entry, I am implementing my plan by: |  |
| Findings & analysis of the data for this entry: |  |
| Successes and growths observed:(students’ & teacher’s) |  |
| Challenges, concerns, or further thoughts/reflections: |  |
| My next steps will be: |  |
| Mentor Response: |  |
| **Date(s):**  |
| In this entry, I am implementing my plan by: |  |
| Findings & analysis of the data for this entry: |  |
| Successes and growths observed:(students’ & teacher’s) |  |
| Challenges, concerns, or further thoughts/reflections: |  |
| My next steps will be: |  |
| Mentor Response: |  |
| **Date(s):**  |
| In this entry, I am implementing my plan by: |  |
| Findings & analysis of the data for this entry: |  |
| Successes and growths observed:(students’ & teacher’s) |  |
| Challenges, concerns, or further thoughts/reflections: |  |
| My next steps will be: |  |
| Mentor Response: |  |

| APPLY |
| --- |
| **Date:** |  |
| **Post-assessment** | Date:Skill to be measured and tracked:Tools used to measure:Link: **Evidence & Data** |
| **Based on comparing the pre and post-assessment data and outcomes, how did this Inquiry Cycle benefit you?** |  |
| **Based on comparing the pre and post-assessment data and outcomes, how did this Inquiry Cycle benefit your students?** |  |
| **Based on your intended growth statement based on your targeted CSTP indicator, in what ways have you grown?** |  |
| **How will you continue applying these professional practices to better impact student outcomes?** |  |
| **Competency Review** | * Teacher: Level of Induction Program Competency
* Mentor: Level of Induction Program Competency
	+ Rationale:
* Induction Team Member: Level of Induction Program Competency
 |
| **Mid-Cycle Survey Date:**  |  |

| CYCLE # \_\_ CSTP INQUIRY GOAL DEVELOPMENT |
| --- |
| **Start Date:** |  |
| **Focus for Targeted Growth:**  |  |
| **CSTP Element:** |  |
| **CSTP Indicator:** |  |
| **CSTP Current Level of Practice based on indicator:** |
| * **EMERGING**
 | * **EXPLORING**
 | * **APPLYING**
 | * **INTEGRATING**
 | * **INNOVATING**
 |
| The teacher is aware of the CSTP area and can minimally demonstrate the practice(s). Recognizes this as an area for professional growth. | The teacher has knowledge and understands the need to expand the utilization of the practices in the CSTP area. Seeks collaboration and support in developing this CSTP area. | The teacher consistently plans and implements the CSTP area. Implementation includes a reflective analysis of the effectiveness and informs subsequent practices.  | The teacher demonstrates an extensive understanding of the CSTP area. Utilizes knowledge to adapt learning experiences using a broad range of strategies to exhibit the CSTP area.  | The teacher synthesizes knowledge of CSTP areas to create and facilitate experiences where all stakeholders are co-creators of new methods, ideas, and/or products in support of improved student outcomes.  |
| **Describe current practices based on indicator: <TYPE HERE>** |
|  |
| **CSTP Target Growth Level:** |
| * **EMERGING**
 | * **EXPLORING**
 | * **APPLYING**
 | * **INTEGRATING**
 | * **INNOVATING**
 |
| The teacher is aware of the CSTP area and can minimally demonstrate the practice(s). Recognizes this as an area for professional growth. | The teacher has knowledge and understands the need to expand the utilization of the practices in the CSTP area. Seeks collaboration and support in developing this CSTP area. | The teacher consistently plans and implements the CSTP area. Implementation includes a reflective analysis of the effectiveness and informs subsequent practices.  | The teacher demonstrates an extensive understanding of the CSTP area. Utilizes knowledge to adapt learning experiences using a broad range of strategies to exhibit the CSTP area.  | The teacher synthesizes knowledge of CSTP areas to create and facilitate experiences where all stakeholders are co-creators of new methods, ideas, and/or products in support of improved student outcomes.  |
| **Describe intended growth: <TYPE HERE>** |

| PLAN |
| --- |
| **Cycle \_\_ Inquiry Question** |  |
| **Pre-assessment** | Date:Skill to be measured and tracked:Tools used to measure: Link: **Evidence & Data** |
| **What are the pre-assessment results?****What did this data reveal?**  |  |
| **Develop a goal statement in response to the inquiry question with a measurable outcome based on the pre-assessment data results.** |  |
| **Implementation Plan** | List the steps to implement my plan:1.
2.
3.
4.
 |
| **Anticipated Time Frame** | # of weeks: \_\_ |

| TEACH & REFLECT(Implementation- How is my plan progressing?) |
| --- |
| **Date(s):**  |
| In this entry, I am implementing my plan by: |  |
| Findings & analysis of the data for this entry: |  |
| Successes and growths observed:(students’ & teacher’s) |  |
| Challenges, concerns, or further thoughts/reflections: |  |
| My next steps will be: |  |
| Mentor Response: |  |
| **Date(s):**  |
| In this entry, I am implementing my plan by: |  |
| Findings & analysis of the data for this entry: |  |
| Successes and growths observed:(students’ & teacher’s) |  |
| Challenges, concerns, or further thoughts/reflections: |  |
| My next steps will be: |  |
| Mentor Response: |  |
| **Date(s):**  |
| In this entry, I am implementing my plan by: |  |
| Findings & analysis of the data for this entry: |  |
| Successes and growths observed:(students’ & teacher’s) |  |
| Challenges, concerns, or further thoughts/reflections: |  |
| My next steps will be: |  |
| Mentor Response: |  |
| **Date(s):**  |
| In this entry, I am implementing my plan by: |  |
| Findings & analysis of the data for this entry: |  |
| Successes and growths observed:(students’ & teacher’s) |  |
| Challenges, concerns, or further thoughts/reflections: |  |
| My next steps will be: |  |
| Mentor Response: |  |

| APPLY |
| --- |
| **Date:** |  |
| **Post-assessment** | Date:Skill to be measured and tracked:Tools used to measure:Link: **Evidence & Data** |
| **Based on comparing the pre and post-assessment data and outcomes, how did this Inquiry Cycle benefit you?** |  |
| **Based on comparing the pre and post-assessment data and outcomes, how did this Inquiry Cycle benefit your students?** |  |
| **Based on your intended growth statement based on your targeted CSTP indicator, in what ways have you grown?** |  |
| **How will you continue applying these professional practices to better impact student outcomes?** |  |
| **Competency Review** | * Teacher: Level of Induction Program Competency
* Mentor: Level of Induction Program Competency
	+ Rationale:
* Induction Team Member: Level of Induction Program Competency
 |

|  SWIVL Permission Form FINAL OBSERVATION VIDEO  |
| --- |
| Date: Time/Period:  | **Link: Lesson Plan****Link: Observation Video** |
| **Induction Teacher’s Notice(s):**(STRATEGIES, MANAGEMENT, ENVIRONMENT, CONTENT, ASSESSMENT, ACCOMMODATIONS)Reflecting on this SWIVL, choose a minimum of ***3 timestamps*** in your video to do Notices |  |
| **Induction Teacher’s Wonder(s):**Using one of the Notices above, develop a Wonder you may have. |  |
| **Induction Teacher’s response to their own Wonder(s):** |  |
| What are the observable changes from your initial video during this lesson that demonstrate that you are engaging and supporting all students in learning? (CSTP 1 - Engaging And Supporting All Students in Learning)) |  |
| What are the observable changes from your initial video that demonstrate your ability to establish and maintain positive classroom culture and dynamics? (CSTP 2 - Creating and Maintaining Effective Learning Environment) |  |
| Mentor Response/Notes: |  |

| TEACHER POST - ASSESSMENT  |
| --- |
| **CSTP Elements** | **Evidence** |
| **CSTP 1- Engaging and Supporting All Students in Learning** | Strengths:  |
| Areas for Growth:  |
| **CSTP 2- Creating and Maintaining Effective Environments for Students' Learning** | Strengths:  |
| Areas for Growth:  |
| **CSTP 3- Understanding and Organizing Subject Matter for Student Learning** | Strengths: |
| Areas for Growth: |
| **CSTP 4- Planning Instruction and Designing Learning Experiences for All Students** | Strengths: |
| Areas for Growth: |
| **CSTP 5- Assessing Students for Learning** | Strengths: |
| Areas for Growth: |
| **CSTP 6- Developing as a Professional Educator** | Strengths: |
| Areas for Growth: |
| **Additional Support** | * Professional Growth Assistance Plan Date:
* Not Applicable
 |

| END OF YEAR 1 REFLECTION QUESTIONS  |
| --- |
| What have I learned about myself as a Professional Educator and about my students as learners? |
| **<Type Here>** |
| Describe a piece of evidence that illustrates a shift I have made in my teaching practices. |
| **<Type Here>** |
| How have you or how will you respond to unique cultural backgrounds, needs, interests, and abilities in your students? |
| **<Type Here>** |
| Which CSTP will I focus on in the next year? |
| **<Type Here>** |
| **End of Year Survey Date Completed:** |

| END-OF-PROGRAM REFLECTION QUESTIONS  |
| --- |
| Through the lens of the Plan-Teach-Reflect-Apply process, *thoroughly* answer the following questions drawing from your experiences throughout your Induction journey. Embed hyperlinks with clear and concise examples of your experiences and relevant data supporting any claim(s) you make. |
| Which CSTP do you feel you experienced the most growth throughout the two-year Induction process? What were the factors that helped you grow in that teaching standard?  |
| **<Type Here>** |
| Which CSTP was the most challenging to implement? How do you plan on continuing to grow in this particular CSTP? |
| **<Type Here>** |
| Provide examples of how the Induction process of reflecting on student data impacted your growth as an educator.  |
| **<Type Here>** |
| 1. Which CSTP will I focus on in the next year?
 |
| **<Type Here>** |
| **End of Program Survey Date Completed:** |

| **Candidate Printed Name:** |  |  |  |
| --- | --- | --- | --- |
| **Candidate Signature:** |  | **Date:**  |  |

**Revised 8/2024**