

ASASA Learning School Authority 0235

Teacher Professional Practice and Growth Plans
Updated: April 10, 2021
Approved by: Board of Directors
Applies to: All Alberta Certified Teaching Staff at ASASA

**Objective:** Adopted from the Policy for Teacher Professional Practice and Growth Plans as per Alberta Education. This policy will serve as a framework to ensure the teachers teaching in the School Authority are conducting themselves in a manner that maximizes student learning outcomes as defined by Alberta Education.

**Policy:**

Each school year a teacher is responsible for developing, implementing and completing a teacher professional growth plan that aligns with Alberta Education frame work and with ASASA Learning Vision and Mission. That includes following:

- is teacher authored, growth-directed and continuous,
- reflects an assessment of professional learning needs by the individual teacher,
- shows a demonstrable relationship to the teaching quality standard, and
- takes into consideration the education plans of the school and the Alberta Education.

A teacher growth plan must include following:

- goal(s)/objective(s),
- expected outcomes and desired results,
- action plans and strategies,
- assistance and support,
- timelines, and
- Descriptors of completion/indicators of success.

**Procedure:**

Each teacher growth plan and professional practice is subject to the approval of the principal. The teacher must submit a copy of their teacher professional growth plan within 30 days of the commencement of the school year to the principal.

The teacher must retain a copy of their teacher professional growth plan and a copy is retained for the school year by the principal.

Teacher professional growth plan review is a process for reflection and includes 2-way communication. The principal or the review body, in consultation with the teacher, must make a finding whether the teacher has completed the requirements of a teacher professional growth plan that complies with this regulation.

If a teacher professional growth plan review finds that a teacher has not completed the requirements of a teacher professional growth plan that complies with this regulation, the teacher may be subject to disciplinary action. Unless a teacher agrees, the content of a teacher professional growth plan must not be part of the evaluation process of a teacher.

The teacher professional growth plan and any attachments must be returned to the teacher at the end of the school year.