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| Educator—Name/Title: |  | School(s): |  |

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| Primary Evaluator—Name/Title: |  | Supervising Evaluator, if any—Name/Title/Role in evaluation: |  |

| Educator Plan: | Self-Directed Growth Plan  Developing Educator Plan | Directed Growth Plan  Improvement Plan[[1]](#footnote-1) | Plan Duration: | Two Years  One Year  Less than a year |
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| Start Date: |  |  | End Date: |  |

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| **Student Learning S.M.A.R.T. Goal(s):** | | **Focus Indicators or Elements**  *Indicators or element(s) aligned to the S.M.A.R.T. goal(s).* | | |
| Individual  Team | |  | | |
| *Describe actions the educator will take to attain the student learning goal(s). Activities may apply to individual and/or team.*  *Attach additional pages as needed.* | | | | |
| **Action/Benchmark** | **Supports/Resources from School/District1** | | **Timeline or Frequency** | **Evidence to be Collected** |
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| Educator—Name/Title: |  |

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| **Professional Practice S.M.A.R.T. Goal(s):** | | **Focus Indicators or Elements**  *Indicators or element(s) aligned to the S.M.A.R.T. goal(s).* | | |
| Individual  Team | |  | | |
| *Describe actions the educator will take to attain the professional practice goal(s). Activities may apply to individual and/or team.*  *Attach additional pages as needed.* | | | | |
| **Action/Benchmark** | **Supports/Resources from School/District** | | **Timeline or Frequency** | **Evidence to be Collected** |
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| **Student Learning Measures**  *Identify the appropriate student learning measures.* | **Anticipated Student Learning Gains**  *Identify the anticipated student learning gains for each measure.* |
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**This Educator Plan is “designed to provide educators with feedback for improvement, professional growth, and leadership,” is “aligned to statewide Standards and Indicators in 603 CMR 35.00 and local Performance Standards,” and “is consistent with district and school goals.”**  (see [603 CMR 35.06 (3)(d)](http://www.doe.mass.edu/lawsregs/603cmr35.html?section=06) and [603 CMR 35.06(3)(f).](http://www.doe.mass.edu/lawsregs/603cmr35.html?section=06))

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| Signature of Evaluator |  | Date: |  |

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| Signature of Educator\* |  | Date: |  |

\* As the evaluator retains final authority over goals to be included in an educator’s plan (see [603 CMR 35.06(3)(c)](http://www.doe.mass.edu/lawsregs/603cmr35.html?section=06)), The educator’s signature does not necessarily denote agreement with the goals. Regardless of agreement with the final goals, signature indicates recognition that “It is the educator’s responsibility to attain the goals in the plan and to participate in any trainings and professional development provided through the state, district, or other providers in accordance with the Educator Plan.” (see [603 CMR 35.06(4)](http://www.doe.mass.edu/lawsregs/603cmr35.html?section=06))

1. Additional detail may be attached if needed. [↑](#footnote-ref-1)