

**2013-2014 Administrator Mentoring Cohort Induction Program:
INDIVIDUALIZED GROWTH PLAN**

Inductee: _____ Position/School: _____

Mentor: _____ Position/School: _____

Cohort: _____ Date: _____

Purpose and Context

*This Individualized Growth Plan is designed to help you evaluate your current abilities (strengths and weaknesses) as a school leader, identify where you would like to be by the end of this school year, and establish action steps to achieve your desired outcome. **Please submit a copy of this completed form to Kelly Rosensweet (Rosensweet_k@cde.state.co.us) and no later than September 17, 2013.** This plan will be referenced as you work with your mentor throughout the program.*

INDIVIDUALIZED GROWTH PLAN		Who's Responsible?	Due Date
Desired Result What do you want to create? Try not to use comparative terms like "more", "better", or "improved". Be clear and specific.	Complete this section first and then proceed to current reality.		
Action Steps How will you achieve your desired result? Should be accurate, brief, and concise.	7.		
	6.		
	5.		
	4.		
	3.		
	2.		
	1.		
Current Reality Should state the reality, not how it got to be that way. Use your end result as a reference point in describing the current reality.	Complete this section before deciding on action steps. Evaluate your current skills and provide a brief narrative to explain the background/context for the "Desired Result" you are after. This might include why you are wondering what you are, what prompted you to want to achieve this, why it is important or relevant to your work, etc.		

MENTEE EVALUATION
(To be completed by mentor upon completion of the AMC program)

Below are the 6 AMC program learning targets and sub targets. Please select one of the following four scoring options to rate your mentee's professional practice in each are.

Scoring Options:

1-*This is not a part of my mentee's practice as a leader*

2-*My mentee has begun work in this area*

3-*This is a consistent part of my mentee's practice*

4-*This is something my mentee does consistently with exceptional quality*

AMC Learning Target	Mentor's Rating:	Comments:
1. Use effective coaching and evaluation to improve teacher practice and student achievement.		
a. Use effective coaching and evaluation to improve teacher practice and student achievement in <i>reading</i> across grade levels and subject areas.		
2. Build and develop a strong team of leaders.		
a. Identify and develop a team of <i>literacy leaders</i> across the school.		
3. Lead systemically.		
a. Drive literacy strategic planning, implementation and progress monitoring at the school.		
b. Build a daily/weekly schedules that matches the school's academic program priorities.		
4. Manage school's budget and finances.		
a. Budget allocations for reading are in alignment with the time, resources, and priorities the school has on developing teachers of reading and increasing student achievement in reading.		
5. Ensure that school operations run smoothly.		
a. Create and ensure effective implementation of safety procedures for the school.		
b. I can create, share, and follow strong communication routines.		
6. Be a model of reflective practice and continuous improvement.		
a. Use the state principal effectiveness rubric to reflect on practice and provide the board with input regarding ongoing performance goals.		

Do you recommendation your mentee for principal licensure?	Yes / No
Comments / Feedback:	