**Professional Growth Plan**

The Professional Growth Plan (PGP) is a required measure of the librarian evaluation process. Instructions on completing the PGP can be found in the Librarian Guidebook found on the [EES Web Portal](http://vide.vi/for-employees/employee-portal/for-educators/vide-ees.html). This form is completed at the beginning of the school year prior to the Evaluation Planning Meeting and shared with the principal through TalentEd.

**ALA/AASL Standards for Initial Preparation of School Librarians**

**Standard 4: Advocacy and Leadership**

Candidates are committed to continuous learning and professional growth and lead professional development activities for other educators.

**4.2 Professional development**

Candidates model a strong commitment to the profession by participating in professional growth and leadership opportunities through membership in library associations, attendance at professional conferences, reading professional publications, and exploring Internet resources. Candidates plan for ongoing professional growth.

**USVI Performance Evaluation Framework for Librarians**

**Domain 4**: Professional Responsibilities

**Component 4e**: Focusing on individual professional growth with a professional growth plan (PGP)

**Growth Goal:** A learning goal for the librarian that addresses an area of growth or improvement informed by data, student needs, previous evaluation results, and/or self-reflection.

**Framing the Goal**

I will improve my ability to (state the practice I want to improve) by (state the learning), (state how and when I will do this) and (how and when I will apply the learning).

**Goal Statement** (SMART Goal)

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**Rationale:** Why was this goal chosen?

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How will I know that I am making **progress** and achieving my goal?

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What **supports** might I need to complete the activity and achieve my goal?

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**Collaborative Goal:** A goal written by a team of professionals collaborating around a common area for professional learning. Librarians may wish to collaborate with other librarians at their school or across schools/districts. They may also collaborate with teachers or teacher teams to address a common need. Although the goal is the same for all of the team members and they work together on learning to improving practice, each member of the team is responsible for completing learning activities, implementing new skills and knowledge, and reflecting on the impact.

**Framing the Goal**

I will collaborate with (identify colleagues) to improve my ability to (state the practice I want to improve) by (state the learning), (state how and when I will do this) and (how and when I will apply the learning).

**Goal Statement** (SMART Goal)

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**Rationale:** Why was this goal chosen?

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How will I know that I am making **progress** and achieving my goal?

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What **supports** might I need to complete the activity and achieve my goal?

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