

Individual Learning Plan

Teacher's name:

Date:

Self-Reflection

- ❖ What aspect of your job gives you the greatest personal satisfaction?

- ❖ What aspect of your job is most frustrating?

- ❖ What keeps you from being as effective as you would like to be in your position?

- ❖ If you had the power to change anything about your job, what would you change?

- ❖ What do you see yourself doing five years from now?

- ❖ What new skills or knowledge would you like to learn this year?

- ❖ How can I or other staff help you achieve your personal and professional goals?

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Goal Setting

Strengths as a teacher:

- 1.
- 2.
- 3.

Identified growth areas:

- 1.
- 2.
- 3.

Goal:

Related standards: NAEYC Early Childhood Program Accreditation Standards and Criteria

- 1.
- 2.
- 3.

Objectives:

- 1.
- 2.
- 3.

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Action Steps

Objective #1:

Activities	Time needed	Resources needed

Evaluation:

Objective #2:

Activities	Time needed	Resources needed

Evaluation:

Objective #3:

Activities	Time needed	Resources needed

Evaluation:

Individual Learning Plan Sample

Teacher's name: Amber

Date: September 24

Self-Reflection

❖ What aspect of your job gives you the greatest personal satisfaction?

My relationship with the children is my greatest joy. I am lucky to have such a diverse group this year from very different cultural traditions. I also love working with my assistant teacher, Carmen. She has a special way of connecting with the parents of our dual language learners.

❖ What aspect of your job is most frustrating?

With the staffing changes earlier this month, Carmen and I inherited Lila's old classroom. The layout is horrible. The kids are tripping over one another in some areas of the room and other areas are definitely underutilized.

❖ What keeps you from being as effective as you would like to be in your position?

The poor arrangement of space has definitely contributed to some behavioral problems with the children. They are dumping bins of plastic toys all over the place and not really using them in meaningful ways. Cleanup time is a real struggle.

❖ If you had the power to change anything about your job, what would you change?

I think teachers should have more time to get their classrooms set up before new students arrive in September. That didn't happen this year. It would be good if staffing and classroom assignments could be decided earlier next year.

❖ What do you see yourself doing five years from now?

I hope one day to be the lead teacher in the pre-K wing.

❖ What new skills or knowledge would you like to learn this year?

Last year I focused on my role managing children's behavior. Now I want to learn how the arrangement of space and changes in lighting, color, texture, and other design elements impact children's behavior. I'd also like to see how I can reduce the amount of

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plastic in my classroom and introduce more natural elements to make it more calming and aesthetically pleasing.

❖ **How can I or other staff help you achieve your personal and professional goals?**

I'd like to explore some of the ideas with you that are in two books in our staff library: *Inspiring Spaces for Young Children* and *Designs for Living and Learning*. I'd also like to be able to visit the Reggio-inspired classroom at the community college lab school with you.

Goal Setting

Strengths as a teacher:

1. Creates a nurturing emotional climate for children
2. Supports assistant teacher through effective modeling and helpful feedback
3. Promotes a spirit of teamwork in the pre-K wing

Identified growth areas:

1. I'd like to expand my understanding about how the classroom space is currently being used and
2. I want to learn how different design elements like color, texture, light, and objects from nature can be integrated into the learning environment to make it more aesthetically pleasing.
3. I'd like to explore how to weave examples from the children's cultural heritages into the classroom environment.

Goal: The classroom space will be a warm and engaging learning environment that reflects the cultural diversity of the children served.

Related standards: NAEYC Early Childhood Program Accreditation Standards and Criteria

- 3.A. Designing enriched learning environments
- 7.A. Knowing and understanding the program's families
- 2.J. Curriculum content area for cognitive development: Creative expression and appreciation for the arts

Objectives:

1. To improve the use of space during free-choice time
2. To increase the use of natural elements in the classroom environment and decrease reliance on plastic and commercially produced materials
3. To increase the ways that children’s cultural heritages are reflected in the environment

Action Steps

Objective #1: To improve the use of space during free-choice time

Activities	Time needed	Resources needed
<ul style="list-style-type: none"> ▪ Do an observation of how the children currently use different learning centers during free-choice time ▪ Based on the findings, rearrange the classroom to achieve better overall balance in the use of learning centers ▪ Document changes in a second observation in 3 months 	<ul style="list-style-type: none"> ▪ 4 hrs to gather initial data ▪ 2 hours to draw up new plan and 8 hrs over a weekend to rearrange classroom ▪ 4 hrs to gather data documenting change 	<ul style="list-style-type: none"> ▪ 4 hrs of floater time to help out during data collection ▪ Someone to help rearrange space ▪ 4 hours of floater time for post analysis

Evaluation: Share initial findings and plan for redesign with my supervisor in October. Discuss findings from post analysis and share journal reflections of the change process in May.

Objective #2: To increase the use of natural elements in the classroom environment and decrease reliance on plastic and commercially produced learning materials

Activities	Time needed	Resources needed
<ul style="list-style-type: none"> ▪ Conduct a self-study of classroom using the Rating Observation Scale for Inspiring Environments (ROSIE), visit Reggio-inspired classroom at the college lab school, and read four articles ▪ Participate in “Going Green” webinar ▪ Make 2 changes each week to reduce plastic and add more natural elements 	<ul style="list-style-type: none"> ▪ 2 hrs to do self-study and 4 hours for site visit ▪ 4 hours to read books and articles ▪ 2 hrs per week to gather materials and make changes 	<ul style="list-style-type: none"> ▪ Copy of ROSIE ▪ 4 hrs of substitute time ▪ \$80 to purchase baskets, fabric, pillows, and misc items from thrift store

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Evaluation: Share results of self-study with my supervisor in October. Take photographs weekly to document changes.

Objective #3: To increase the ways children’s cultural heritage is reflected in the environment

Activities	Time needed	Resources needed
<ul style="list-style-type: none"> ▪ Invite families to share photographs, books, fabric, musical instruments, and other artifacts reflecting their cultural heritage ▪ Display cultural items as appropriate and weave into curriculum 	<ul style="list-style-type: none"> ▪ 20 min per family ▪ 15 min/wk to update displays with new items 	<ul style="list-style-type: none"> ▪ 20 min of Carmen’s time per week to connect with Spanish-speaking families

Evaluation: Share progress with supervisor and peer learning team in February.