

STEP 6

PROFESSIONAL LEARNING PLAN (PLP)

FREQUENTLY ASKED QUESTIONS (FAQS)

Q: What is the Professional Learning Plan (PLP)?

The PLP is a tool that Evaluators (Instructional Leaders) and Evaluatees (Educators) use to plan and reflect upon Evaluatees' professional growth annually. Along with the Educator Self Assessment, the PLP is the core of the Dialogue.

Q: Who is required to complete a PLP? When and how often?

All Evaluatees (Educators) participating in EDUCATEAlabama must complete a new PLP at the beginning of each school year.

Q: Are all Evaluatees required to complete a new PLP each year, if they are not on "full evaluation cycle?"

Yes. Regardless of "full evaluation cycle" status, all Evaluatees must complete a new PLP annually when school begins.

Q: What is the basis for the PLP?

The PLP is based upon Evaluatees' completed Educator Self Assessments, and the indicator(s) agreed upon to be the focus for professional growth during the dialogue held between Evaluators and Evaluatees.

Q: May Evaluatees develop PLPs without Evaluator involvement?

No. While Evaluatees are responsible for entering PLP content, Evaluators are responsible for reviewing, editing, and/or suggesting revisions, then agreeing upon final content (established during the Dialogue) by co-signing PLPs.

Q: How many indicators should be assigned to PLPs??

*The number of indicators assigned to PLPs will be determined by the local education agency (LEA) superintendent, and/or Evaluators and/or Evaluatees. **The SDE suggests that 2-5 indicators be assigned.***

Q: Must PLPs include indicator(s) that the school and/or LEA have selected as a focus for professional growth?

PLP content should reflect directions/guidelines set forth by the LEA superintendent and/or Evaluators, as related to system and/or school goals.

Q: What should PLP content reflect?

*PLPs should reflect the Alabama Quality Teaching Standards (AQTS) and the Alabama Continuum for Teacher Development. **Keep in mind that the PLP is based on the Educator Self Assessment, which is founded on the AQTS and reflects a description of practice within the Continuum.** The PLP should focus on the areas of professional growth selected by Evaluatees and Evaluators.*

Q: Once completed PLPs are agreed upon and signed, what if Evaluatees and/or Evaluators want to revise it later?

Once the original PLP content is agreed upon and both signatures are applied, the original content may not be altered. If needed, additional indicators may be added to the EA process during the year.

PROFESSIONAL LEARNING PLAN (PLP) FAQs *continued*

Q: In order to get a “headstart” on the upcoming school year, may PLPs be completed in the spring of the current year?

No. PLPs should reflect professional learning goals that are specifically related to Evaluatees’ educational assignment and the students being taught for the upcoming year. PLPs written during the spring of the previous year miss the intent of the entire EA process. Additionally, Reviewers/Evaluators/Evaluatees do not have access to the upcoming year’s EA online process until school resumes each year.