**Professional Growth Plan**

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

**ASCA School Counselor Competencies**

**Competency II-B:** *An effective school counselor is able to accomplish measurable objectives demonstrating the following abilities and skills:*

II-B-4h. Continuously engages in professional development and uses resources to inform and guide ethical and legal work.

**Competency III-B:** *An effective school counselor is able to accomplish measurable objectives demonstrating the following abilities and skills:*

III-B-1i. Uses personal reflection, consultation and supervision to promote professional growth and development.

**USVI Performance Evaluation Framework for Guidance Counselors**

**Domain 4**: Professional Responsibilities

**Component 4e**: Engaging in Professional Development

**Growth Goal:** A learning goal for the guidance counselor 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. Guidance counselors may wish to collaborate with other counselors at their school or across schools. 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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