

# Navigating Your Professional Growth: Choosing the Right Learning Focus

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Presented by TLE



**OKLAHOMA**  
Education



"[Professional Development should] allow teachers an opportunity to make meaning of their new learning and let them decide how they can best make use of their new knowledge or insight."

- Patricia Reynolds in Education Week Teacher

# Professional Learning (PL) Focus Facts

# PL Focus Facts

- The PL Focus is an **independent** growth model developed by the educator in collaboration with his/her evaluator.
- A PL Focus must **be completed annually** regardless of exemption status.
- The PL Focus may be changed during the school year based on the needs of the educator.
- The PL Focus may be a multi-year learning opportunity.
- There is no rating achieved or certain length of time required for the PL Focus.

# Purpose



- Identify Professional Growth Areas
- Set Clear and achievable Learning Goals
- Create a PL Focus Plan
- Understand why having a PL Focus is relevant and impactful to student success

# PL Focus Timeline

- Draft and submit the PL Focus by end of first quarter.
- One PL Focus checkpoint is mandated each school year. Discussing PL Focus during each observation conference would be considered best practice.
- PL Focus documentation should be completed by the end of the school year and attached to the final evaluation.

# Who, When, Where?

**Who:** All certified personnel, except for the superintendent.

**When:** By the end of the first nine week period.

**Where:** The PL Focus will be drafted and submitted on the district's TLE platform.

# Why Create a PL Focus Annually?

- HB2957 PL Focus Requirement
- Crucial for educators aiming to enhance their teaching practices and student outcomes.
- Strategic tool that provides a clear pathway for professionals to align their learning efforts with career goals. Thus, leading to continuous improvement and adaptation.



# How to Choose a Professional Learning (PL) Focus

"If we create a culture where every teacher believes they need to improve, not because they are not good enough but because they can be even better, there is no limit to what we can achieve."

- Dylan Wiliam

# Identify Areas for Improvement

- **Self-Assessment:** Reflect on personal strengths and weaknesses. Consider feedback from evaluations, student performance data, and classroom observations.
- **Student Needs:** Analyze student performance data to identify gaps in learning that need to be addressed.

# Align with School or District Goals

- **Strategic Alignment:** Ensure that the focus aligns with the broader goals and initiatives of the school or district.
- **Curriculum Changes:** Consider upcoming changes in curriculum or standards that may require new skills or knowledge.

# Consider Relevance and Impact

- **Immediate Relevance:** Choose a focus that will have an immediate and practical impact on classroom practice.
- **Long-Term Benefits:** Look for areas that will contribute to long-term professional growth and improvement in student outcomes.

# Seek Input from Peers and Mentors

- **Collaborative Input:** Engage with colleagues, mentors, or professional learning communities to gather insights and recommendations.
- **Shared Goals:** Consider areas that are of common interest or need within your professional network.

“Too many professional development initiatives are done to teachers – not for, with or by them.”

— Andy Hargreaves

# Resources

# Evaluate Available Resources

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- **Training Opportunities:** Look for workshops, courses, or seminars that align with your chosen focus.
- **Support Systems:** Consider the availability of resources such as coaching, peer support, or online materials.



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# Drafting and Executing the Professional Learning (PL) Focus

# Set Clear Goals and Objectives

- **SMART Goals:** Develop Specific, Measurable, Achievable, Relevant, and Time-bound goals for your professional learning focus.
- **Action Plan:** Create a detailed plan for how you will achieve these goals, including milestones and timelines.

# Reflect and Adjust

- **Ongoing Reflection:** Regularly assess progress towards your goals and make adjustments as needed.
- **Feedback Mechanisms:** Seek feedback from peers, mentors, and students to refine and enhance your focus.

# Recap



- Identify Professional Growth Areas
- Set Clear and achievable Learning Goals
- Create a PL Focus Plan
- Reflect and adjust as needed

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