

Charles City Community School District  
**Individual Teacher Career Development Plan**

Teacher Name: *Laura McDermott*

Building: *Lincoln &  
Washington*

Team Members (if team plan):

Evaluator Name: *Doug Bengtson* Date Plan was developed: *Sept. 13, 2005*

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**Specific Goal:** (Aligned with district student achievement goals –see attached pages from CSIP)

*Improve student reading comprehension*

**Rationale for your plan:**

Student learning concerns addressed: (Include data used for analysis of the goal and progress)

*Percentage of students proficient on Creating Readers assessments is low*

**Iowa Teaching Standards addressed:** (Circle one or more)

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|--|--------------------------------------|
| 1. <u><i>Enhance Student Achievement</i></u> | 5. Monitoring Student Learning       |
| 2. Content Knowledge                         | 6. Classroom Management              |
| 3. Planning and Preparation                  | 7. <u><i>Professional Growth</i></u> |
| 4. Instructional Strategies                  | 8. Professional Responsibilities     |

**Steps to be taken to accomplish your goal:** (Identify the data you will use to show progress)

*Attend all in-services related to Inspiration - keep a log*  
*Attend all faculty meetings related to Inspiration - keep a log*  
*Collaborate with classroom teachers to integrate Inspiration with their curriculum*  
*Implement Inspiration with students-log of dates of use with students*

**Resources for implementation:**

*Due training on Inspiration*  
*Use of computer labs in both Lincoln and Washington*  
*Create Inspiration templates to be used by all teachers and students*