



**Educator Growth and Effectiveness**

**Summary of EGE Steps 2: Self-Assessment and 3: Goal Setting and PD Planning**

Here is a review of the sequence and tools for completing EGE Steps 2: Self-Assessment and 3: Goal

Setting and PD Planning. Note that while it’s important to follow all of the steps in the EGE cycle, your

individual pathway and resources will vary.

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| **Step 2 Self-Assessment** | **Forms/Tools** | **EGE Team Members/ Resources** |
| Review the MA Professional Standards and the relevant Massachusetts Professional Standards for Teachers of Adult Speakers of Other Languages or Math or ELA Proficiency Guide to self-assess strengths and needs. | | |
| 1. Collect and review student data | Student records and work,  LACES reports, Assessments,  etc. | EGE Team Leader (with support from the program director); Teacher |
| 1. Identify Program Priorities | Program’s Continuous  Improvement Plan/Goals | EGE Team Leader (with support from the program director) |
| 1. Complete the Self-Assessment | ELA, Math, or ESOL Proficiency  Guide and Self-Assessment | Teacher  SABES PD on the Proficiency  Guides |
| **Step 3: Goal Setting and PD**  **Planning** | **Forms/Tools** | **EGE Team Members/ Resources** |
| 1. Reflect on and prioritize goals based on Self-Assessment results; Identify areas you feel are most important to address | Self-assessment results  Goal Setting Form | Teacher individually |
| 1. Review your Self-assessment findings and draft goals with a coach | Self-assessment results  Goal Setting Form | Teacher with EGE Coach |
| 1. Develop a Professional Learning Plan based on the priority goals and available resources that includes action steps related to two professional learning goals: one focused on instructional practice and one on learner outcomes. | Professional Learning Plan Teacher | EGE Coach  EGE Team Leader  Hours for PD and EGE |