

Personnel - Certificated Employees**Instructional Goals and Growth Plan:**

The procedures for setting and establishing instructional goals and growth plan for both probationary and permanent (tenured) teachers are to be as follows:

1. Beginning of School Year: Each school year every teacher shall on or before September 15th provide to and arrange to review with the principal of the building to which the teacher is assigned a statement of the teacher's:

- i. Instructional goals for each teaching assignment; and,
- ii. Plan for professional growth of the contract year (graduate hours, professional development, research or other professional development that would benefit the teacher's areas of instruction).

2. End of School Year Review and Analysis: Each school year every teacher shall on or before May 15th provide to and arrange to review with the principal of the building to which the teacher is assigned a written review and analysis of the teacher's progress on fulfilling the teacher's stated instructional goals and growth plan for the school year, including areas of completed, incomplete or to be modified in consideration of the ensuing school year.

3. Failure to Submit or Complete Goals and Growth Plan: Should a teacher fail to submit Instructional goals and growth plan as provided herein, submits incomplete goals and plans, or demonstrate a lack of effort to implement or complete such goals and plan, such teacher may be formally evaluated for such school year, and any ensuing school years as determined necessary by the building principal or responsible evaluator to develop and achieve necessary goals and improvement plan to improve the teacher instructional performance.

4. Formal Evaluation Consideration: The formal evaluation shall include an appraisal by the building principal or responsible evaluator of the teacher's effort in the development of and implementation of the teacher's goals and improvement plan for each school year.

5. Building Principal or Responsible Evaluator Conference: The teacher's building principal or responsible evaluator may at his/her discretion determine to meet with and review with the teacher the teacher's Goals and Growth Plan or End of School Year Review and Analysis at any time during the school year.

Legal Reference: Neb. Rev. Stat. § 79-828 (Evaluation of Probationary Teachers)
NDE Rule 10

Date of Adoption: 12/10/2018
Policy Revised: 08/11/2025
Reviewed: 07/08/2026

