Effective professional growth experiences should be accompanied by opportunities to reflect and to plan follow-up action. The TELL Project believes that teachers should be empowered to make reflection and planning routine parts of their professional lives. First use the self-assessment form for the TELL domain you are most interested in working on. Following completion of the self-assessment, decide which criteria you would like to focus on for a defined period of time (grading period, semester, school year, summer). Based on the body of research on feedback, the TELL Project does not recommend focusing on more than two goals at a time. The template below will guide you in laying out next steps in growing toward your goals.

<table>
<thead>
<tr>
<th>Envision your outcomes…</th>
<th>Plan your route to success…</th>
<th>Implement your plan…</th>
<th>Collect evidence…</th>
</tr>
</thead>
<tbody>
<tr>
<td>What will be the focus of your professional growth?</td>
<td>How will you achieve your goals?</td>
<td>What is the timeline for reaching your goals?</td>
<td>What evidence would demonstrate your growth?</td>
</tr>
</tbody>
</table>

**TELL Criteria**

1.  

2.  

3.  

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