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MONROE COUNTY INTERMEDIATE SCHOOL DISTRICT
INDIVIDUALIZED DEVELOPMENT PLAN FOR MULTIPLE DISCIPLINE SUPPORT STAFF – For Social
Workers, Speech Pathologist, OT/PT, Music Therapist, Behavior Specialist and O&M

Individual Development Plan for: _____

Supervisor: _____ Date: _____

STANDARD 1: LEADERSHIP, ADVOCACY, COLLABORATION AND ETHICAL PRACTICES

The Support Staff will:

1a: Work cooperatively with school personnel to accomplish the goals and objectives of the local education agency.

1b: Provide appropriate information on an informal or formal basis regarding programs.

1c: Maintain records of the program and prepares periodic reports as required.

1d: Adhere to established rules, regulations, laws, and appropriate ethical standards.

1e: Supervise/develop graduate interns, paraprofessionals, volunteers and other professionals (as applicable).

STANDARD 2: PROMOTES A RESPECTFUL ENVIRONMENT FOR A DIVERSE POPULATION OF STUDENTS

The Support Staff will:

2a: Provide consultation to parents and other appropriate school personnel.

2b: Adjust intervention strategies based upon student performance.

2c: Promote effective interpersonal relations with students.

STANDARD 3: UNDERSTANDS AND FACILITATES THE IMPLEMENTATION OF A COMPREHENSIVE APPROACH TO SUPPORTING ALL STUDENTS

The Support Staff will:

3a: Collaborate/consult with classroom teacher in the management of all students.

3b: Collaborate with other service delivery providers to implement individualized educational programs and/or intervention plans.

3c: Seek the assistance of teachers, parents, and others to meet the needs of students.

3d: Collaborate/communicate with community partners to enhance services.

3e: Apply a systematic workload model to facilitate and organize services within the school and schedule interventions using a variety of service delivery models.

STANDARD 4: PROMOTES LEARNING FOR ALL STUDENTS

The Support Staff will:

4a: Conduct formal and informal assessments and obtains additional diagnostic information from appropriate persons and available records.

4b: Analyze and interpret information to make recommendations regarding the need for services.

4c: Demonstrate knowledge and understanding of the current standards adopted by the state of Michigan.

4d: Plan and deliver evidence-based interventions appropriate for individual student and groups of students.

STANDARD 5: EFFECTIVE REFLECTION ON PROFESSIONAL PRACTICE

The Support Staff will:

5a: Engage in continuing education and professional growth activities.

5b: Analyze the impact of comprehensive services on student learning.

s/

Evaluator

Date

This plan was developed with my cooperation and input. I have read and participated in the development of the above plan and I am in agreement with the stated objectives.

s/

Support Staff

Date