**Professional Development Objective Examples: Example 4**

Example 4 shows a specific objective set by someone who wishes to improve and develop their own classroom skills. Equally, if a supervisor, in an observation, identifies an area that an instructor should work on developing, this type of objective could be a suggestion.

<table>
<thead>
<tr>
<th>Objective 1:</th>
<th>Overall target date</th>
</tr>
</thead>
<tbody>
<tr>
<td>To develop classroom management and activity-design skills to make the classroom more student-centred</td>
<td>Start May 2011 – Finish March 2012</td>
</tr>
</tbody>
</table>

**Actions and tasks planned to achieve this objective:**

1. Identify and read relevant training books on the topic
2. Talk to other instructors, gather information and suggestions from them
3. In the supervisor observation, request for the focus of the observation to be on this area
4. Identify two instructors who are strong on student-centred and observe a lesson of each. Discuss with the instructor afterwards.
5. Implement some of the techniques in my own classes
6. Ask supervisor to focus winter observation on this area

**Interim dates**

1. By end August 2011
2. By end August 2011
3. Fall 2011
4. Fall 2011
5. Fall & Winter 2011
6. Winter 2011

**How will the actions, tasks and objective be measured?**

1. Oral report on useful literature identified
2. Oral report on the process
3. Supervisor observation & notes
4. Notes on observation and oral report
5. Examples of techniques orally and on paper
6. Supervisor observation and notes

**Training and development related to this objective**

- Training sessions on this area (request for one to be included at the Professional Enrichment Day)
- Support in searching for relevant literature
- Help from supervisor to identify good instructors to observe on this topic
- Advice and support in conducting peer observation

**End of cycle review & rating of objective 1: What actually happened?**

**Rating:** Outstanding / Strong and Positive / Satisfactory / Unsatisfactory
(delete as appropriate)

**Supervisor’s Comment on Review and Rating:**