**WELS Ministry Development Plan (MDP)**

The WELS Ministry Development Plan (MDP) serves as a formative growth tool WELS teachers. Based on the WELS Teaching Standards, the MDP’s function is to assist teachers and those supporting them in purposely focusing on professional growth to enhance student learning and spiritual growth to better equip teachers to speak and share God’s saving message. In addition the MDP serves as a tool to promote and strengthen discussion and data gathering regarding pedagogical practices which will allow for positive teacher and school development and assist in providing data for meaningful summative assessment.

**Biographical Information**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ E-mail: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
  
  
Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Ministry Context**

Please include the following elements

* Brief summary of your ministry position
* Your school’s goals (academic and spiritual)

Position:

School Goals (academic)

School Goals (spiritual)

**Ministry Development Plan Professional Component**

1. **Goal**

**A. Emphasis for Professional Goal**

Consider areas of education about which you are passionate as well as those that challenge you. Use previous classroom observations reports, TMP assessments, and Teacher Performance Assessments as tools to determine an area of emphasis. Identify ways in which this topic relates to your school’s short and long-term goals.

**B. Goal Statement**  
  
Write a goal statement using the “**I will … so that”** format which includes:

* Area of professional growth
* Anticipated effect on student learning

**C. Rationale**  
  
Please include the following elements:

* Background for your goal
* Connection to school goals
* Connection to WELS Teaching Standards

1. **Assessment (Anticipated Evidence)**

**Professional Growth**  
Prompt: What will you create/implement as a result of your new learning?

**Student Learning**  
Prompt: What data demonstrate the effect of your professional growth of student learning?  
(Providing before-and-after data will add validity to your results.)

1. **Timeline**

**Research**

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| **Planned Activity** | **Anticipated Timeline** | **Completed** |
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**Implement**

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| **Planned Activity** | **Anticipated Timeline** | **Completed** |
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**Assess**

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| --- | --- | --- |
| **Planned Activity** | **Anticipated Timeline** | **Completed** |
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1. **Year-End Summaries**

Please include the following elements (Years 1 & 2):

* Summary of Activities.
* Connections to the Continuum of WELS Teacher Development
* Adjustments and/or Additions
* Next Steps

**Year 1**

**Year 2**

**Year 3: Final Summary**

Please include the following elements:

* Summary of how you grew in the Continuum of WELS Teacher Development
* Explanation of how artifacts provide evidence of student learning
* Note: Evidence = Artifact + Explanation

**Artifacts**

Include at least two artifacts to show your professional growth and its effect on student learning:

|  |  |
| --- | --- |
|  | **Professional Growth (Implentation)** |
| **PG1** |  |
| **PG2** |  |

|  |  |
| --- | --- |
|  | **Effects on Student Learning (Assessment)** |
| **PG1** |  |
| **PG2** |  |

**Ministry Development Plan Spiritual Component**

1. **Goal**

**A. Emphasis for Spiritual Goal**

Consider your role as a minister of the gospel, called to share the love of Jesus with children and families. Identify personal, formal, and professional study opportunities that will help you grow in your understanding and application of God’s Word. Use the definitions below as you choose options that will enable you to grow in faith, be equipped for service, and guard against unbelief.

* *Personal* study is done privately and enables daily contact with God’s law and gospel.
* *Formal* study is done together with others but does not result in a written record. Formal study provides the called worker with fellowship, mutual encouragement, and outside perspectives.
* *Professional* study is conducted through an institution that provides a record of completion. Professional study encourages a deeper understanding of God’s word by sitting at the feet of experts and completing assignments.

**B. Goal Statement**  
  
Write a goal statement using the “**I will … so that”** format which includes:

* Area of emphasis
* Anticipated effect on your ministry

**C. Rationale**  
  
Please include the following elements:

* Background for your goal
* Connection to your ministry
* Connection to your school’s mission

1. **Timeline**

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| **Personal** | **Anticipated Timeline** | **Completed** |
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| --- | --- | --- |
| **Personal** | **Anticipated Timeline** | **Completed** |
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| --- | --- | --- |
| **Planned Activity** | **Anticipated Timeline** | **Completed** |
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1. **Year-End Summaries**

Please include the following elements (Years 1 & 2):

* Summary of Activities.
* Connections to your Ministry and your School’s Mission
* Adjustments and/or Additions
* Next Steps

**Year 1**

**Year 2**

**Year 3: Final Summary**

Please include the following elements:

* Summary of how you grew in understanding and applying God’s Word
* Examples of how your learning affected your ministry

**Ministry Development Plan Conferences**

Ministry Development Conference (Initial – Before Year 1)  
  
Educator\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_  
  
Principal/Supervisor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_

Ministry Development Conference (After Year 1)  
  
Educator\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_  
  
Principal/Supervisor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_

Ministry Development Conference (After Year 2)  
  
Educator\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_  
  
Principal/Supervisor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_

Ministry Development Conference (Final – After Year 3)  
  
Educator\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_  
  
Principal/Supervisor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_