



The Personal Success Plan (PSP)

Introduction:

Based upon university research, the Renzulli Learning Personal Success Plan (PSP) was designed to help middle and high school students carefully consider their interests, future goals and plans. The PSP is a module within Renzulli Learning and is an extension of the Renzulli Profiler.

The Renzulli Profiler provides a comprehensive learning assessment of student academic strengths, interests, and learning and expression styles.

The PSP leverages the student's Renzulli Profile results to align potential educational and career goals.

PSP Overview:

Students will complete the following sections of the PSP, after completion of their Renzulli Profile:

- SECTION ONE: My Interests - In this section, students will be asked to carefully consider their interests and talents and think about how they connect to careers and future plans.
- SECTION TWO: My Heroes and Helpers - Heroes and Helpers are people that students believe inspire them, either the heroes who may be famous and/or helpers in their own lives that they may know personally.
- SECTION THREE: My Careers - Students learn about Careers based on their interests and begin thinking about the type of work they might want to pursue as they get older.
- SECTION FOUR: My Goals - In the Goals section of the PSP, students identify long and short term academic and social/personal goals to help them set priorities about what they want to accomplish in school, work, and life.
- SECTION FIVE: My Plans - Students create plans with concrete steps, activities, and timelines to achieve their future goals.
- SECTION SIX: My Project - Finally, students have the opportunity to complete a creative autobiographical project to help them consider interests, role models, and careers. They can work on this project as a part of the time that they spend working on the last section of the PSP or it can be done as they are working on the other sections of the PSP, if they need a break or change of pace.

GOALS for Using the PSP:

The goal for the PSP is to enable students to carefully consider some realities in their own lives about school, personal, academic and career goals. The PSP enables students to create a plan for the next year, and subsequently, the next ten years.

We hope that students will understand, by the PSP that they SHOULD:

- Have a better grasp of their interests and strengths and the careers and jobs that match their interest areas
- Identify academic and social goals that will enable them to be successful in school and happier in their personal lives
- Graduate from high school or face a life in which they will struggle economically as well as with finding work in their areas of interest
- Consider postsecondary planning for technical school or college
- Identify some careers that they may want to pursue
- Have a plan for the next decade that will enable them to accomplish their hopes and dreams

When, where and how do students complete their PSP?

The teacher's role in using the Renzulli Learning PSP is critical. We have found that when teachers effectively use the PSP, they can develop the kinds of personal relations with students that make career planning realistic and effective. Personal relations between teachers and students can also be enhanced by the use of this PSP as students are asked to consider social and academic goals and planning. The PSP was developed for use across many different classrooms and situations. It can be assigned as a part of a technology block if the on-line version is being used. If the downloadable paper version is being used, we recommend that the PSP be completed as a part of a content area class such as Language Arts/Reading or Social Studies. It can also be integrated into an advisement or homeroom period.

How can the PSP be used?

We recommend that each PSP section be introduced to students and that students have time to think about each before being asked to complete the section in class. So, for example, if each section is briefly introduced in one class, approximately 25-30 minutes will be required. Subsequently, we suggest that a content area teachers give students time to work on each section and the work can be integrated into both the content area of the class as well as class assessment. So, for example, in a reading/LA class, a discussion can be started about students who have interests in reading/Language Arts, and what those interests might mean about careers as well as future goals and plans.

When should the PSP be completed?

The time required to effectively use the PSP varies depending upon how much exploration students want to pursue. For example, the section on "Heroes and Helpers" is rich with content and students might want to read about some of the heroes mentioned, take time to reflect on some personal heroes, and identify both positive and negative characteristics of heroes based on their reading. This reading might also be integrated into a content area class. The same is true of the section on "Careers", in which many resources can be used to investigate careers. Accordingly, teachers have a choice of spending one or two class periods of time on each section or enabling students to be introduced to each section and spending ten or fifteen minutes per section over the course of a week. The latter option enables students to have more time to learn about and reflect upon their choices.

The project in the PSP was developed for use as either a short-term project that could be integrated into social studies or reading/LA classes or a capstone project for the completion of eighth or ninth grade. It is designed to help students integrate what they have learned in completing each PSP section about their interests, goals, and future careers into a reflective autobiographical project that is presented artistically, in a written or alternate product format. This project can be completed as part of a week-long assignment that stems from the final class devoted to the PSP or the project can be a more challenging assignment, with opportunities to work in class over the course of a couple of weeks, focusing on the development of a personalized piece of writing, scrapbook, artistic product, video or PowerPoint project that reflects the level of work expected of a capstone project.

Every teacher has the rare opportunity of making an important difference in the lives of young people with whom they work. The PSP was designed to help you make that difference. In the years ahead you could be one of the people that young people will remember as an important "helper" on their road to a more successful and happy future. By investing a few short weeks of time, you can help your students to develop goals and plans for the future as well as a better understanding of how to achieve these goals.

Summary:

- The Renzulli Learning Personal Success Plan (PSP) is an interactive, web-based, goal-setting tool that establishes student ownership of his / her education.
- Supports students in their identification and pursuit of social, academic, and ultimately economic goals, both short & long-term.
- Guides students as they create a living portfolio of both academic and personal goals associated with self-selected interests, role-models and career choices.
- Provides an integrated and stand-alone planning document, for use by *any* student, for creating time-based plans to meet *any* goal.