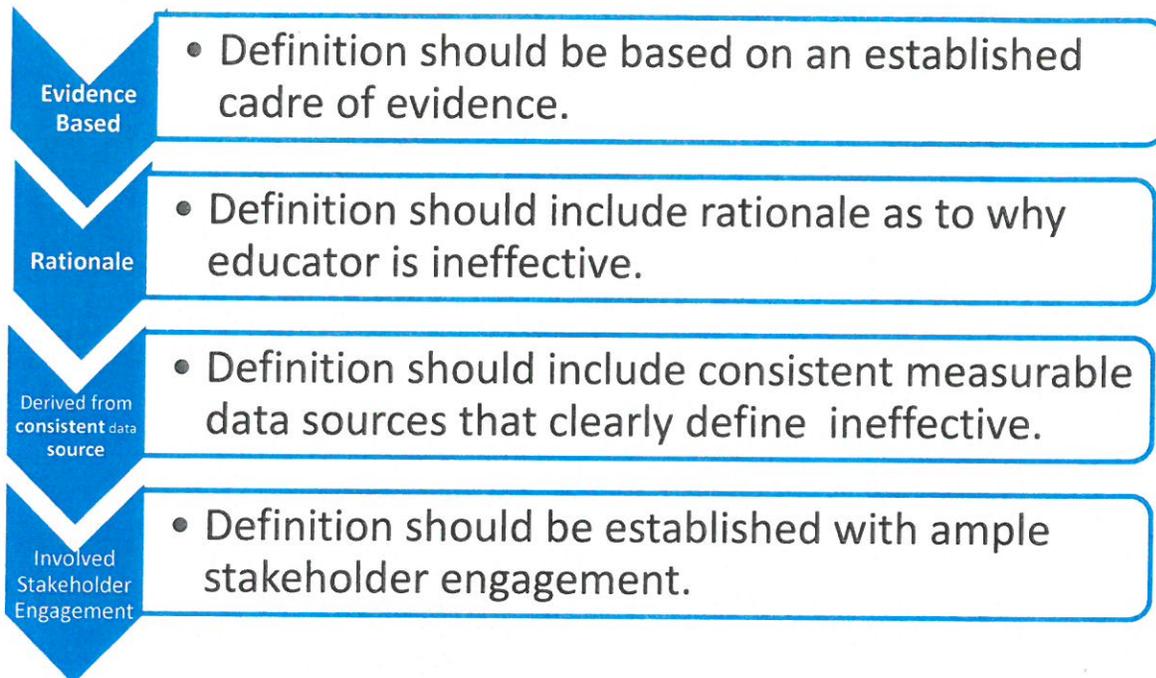


Parameters for Defining Ineffective Educator



Ineffective Teachers describes actions, behaviors, and outcomes characterized by one or more of the following:

- a limited or inconsistent repertoire of effective instructional and professional strategies.
- a limited understanding of students, content or pedagogy.
- a limited ability to collaborate with peers and communicate appropriately.
- an inconsistent or low positive impact on student learning and growth.

Teachers who are working to expand their skills and knowledge of the teaching craft benefit from the close monitoring and support of administrators and accomplished peers who can facilitate their growth.

Does Not Meet Standards describes actions, behaviors and outcomes that are seldom effective, characterized by a lack of understating of students, content, or pedagogy; an inability to collaborate with peers and communicate appropriately; and a consistently low positive impact on student learning and growth. Individuals who struggle overall with the basic competencies of the profession require close supervision and direction on an accelerated improvement plan.

Unsatisfactory: The teacher demonstrates practices that have little or no impact on the growth and achievement of students, detract from the school community, do not meet expectations, and indicate a need for improvement

Unsatisfactory (1) indicate that performance is unacceptably low on one or more of the Domains and little or no progress is made on the SLOs. Ratings of Does Not Meet are always cause for concern.

Ineffective: Indicates the professional uniformly fails to satisfy the criteria for continued employment unless there is immediate and substantive professional growth. A rating of Ineffective prompts the development of a "Needs Improvement Plan" to re-mediate the identified areas of professional deficiency.

Parameters for Defining Ineffective Educator

Unsatisfactory represents a level of professional practice and student growth performance that is concerning enough to require immediate redress, without which dismissal is likely. Educators rated Unsatisfactory will be placed on an Intensive Professional Growth Plan. At minimum, the Intensive Professional Growth Plan will identify the components to be improved, level of improvement expected, resources to be provided, actions to be taken, and a timeline for improving performance to the Proficient level. Educators whose performance does not reach Proficient within the specified time will be considered for release from district employment