SAMPLE LANGUAGE

SECTION 10. TEACHER IMPROVEMENT AND REMEDIATION PLANS

Teachers whose summative evaluation ratings are 'Developing' or 'Below Standard' will be required to work with their local association president (or designee) and evaluator (or designated Professional Growth Plan Developer) to design a growth plan that addresses identified needs.

The plan must include the following components:

- 1. A clear description of the teacher's area of need;
- 2. A clear description of the expected outcomes;
- 3. Criteria for success that will result in an evaluation rating of 'proficient' or higher;
- 4. The resources and support that the local district will provide to the teacher;
- 5. A clear statement of who is responsible for providing each of the supports;
- 6. A clear timeline for activities of the plan, within the school year in which the plan will be implemented; it is required that a mid-plan conference take place among the teacher, local association president or designee, and the evaluator or designee, to determine how effective the plan is to date, and make any necessary changes to it;
- 7. Any extenuating circumstances that will be taken into account in the implementation of the plan.

The plan will be designed and written using the Teacher Remediation Plan (Appendix ____) and signed by the teacher, local association president or designee, and evaluator or designee. Copies will be distributed to all those who will be involved in the implementation of the plan. The contents of the plan will be kept confidential, but entered into the teacher's evaluation file by the evaluator, using the district data management system. The teacher and evaluator will also enter evidence they collect, as part of the remediation plan activities, into the teacher's evaluation file via the data management system.