

APPENDIX A

Teacher Plan for Improvement

1. Teacher demonstrates inadequacy of classroom performance.
2. Principal requests that Professional Development assigns a Coach to the teacher.
3. Once Coach is assigned, the Plan for Improvement is developed by the Principal with input from the teacher.
4. Written Preliminary Notice of Inadequacy of Classroom Performance by Assistant Superintendent delivered with the following attachments
5. Evaluation
6. Plan for Improvement (45 instructional days).
7. Copy of Preliminary Notice of Inadequacy of Classroom Performance sent to Governing Board within ten days.
8. Plan starts.
9. Coach and Principal supports implemented and documented.
10. Plan ends
11. After plan conclusion, formal observation and evaluation completed
12. Within 10 days Post Observation Conference and Classification given to Teacher.

PLAN FOR IMPROVEMENT		
Name of Teacher: <input type="checkbox"/> Probationary <input type="checkbox"/> Continuing Grade/Subject/Dept: School: Evaluator: Assistant Superintendent:	Documents to attach (from current school year): <input type="checkbox"/> Most recent signed, dated Evaluation <input type="checkbox"/> Domain 1-4 observation summaries dated: _____ <input type="checkbox"/> Written Preliminary Notice of Inadequacy of Classroom Performance, signed and dated, from Assistant Superintendent.	Observation Date: PD Use ONLY: Date referral received: Legal Use ONLY Plan Start date: Plan End date: Current Classification <input type="checkbox"/> Ineffective <input type="checkbox"/> Developing

Plan Goal: Effective Classification		Current Assessment							
		Current Rating				Post Rating			
		U	B	P	D	U	B	P	D
Domain 1: Planning and Preparation									
1a:	Demonstrating Knowledge of Content and Pedagogy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1b:	Demonstrating Knowledge of Student	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1c:	Setting Instructional Outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1d:	Demonstrating Knowledge of Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1e:	Designing Coherent Instruction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1f:	Designing Student Assessments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 2: The Classroom Environment									
2a:	Creating an Environment of Respect and Rapport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2b:	Establishing a Culture for Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2c:	Managing Classroom Procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2d:	Managing Student Behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2e:	Organizing Physical Space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 3: Instruction									
3a:	Communicating with Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3b:	Using Questioning and Discussion Techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3c:	Engaging Students in Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3d:	Using Assessment in Instruction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3e:	Demonstrating Flexibility and Responsiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 4: Professional Responsibilities									
4a:	Reflecting on Teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4b:	Maintaining Accurate Records	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4c:	Communicating with Families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4d:	Participating in a Professional Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4e:	Growing and Developing Professionally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4f:	Showing Professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Teacher Name] PLAN FOR IMPROVEMENT Page 2 of 2	PLAN START DATE:	PLAN END DATE:
Teacher Support Plan		
Teacher identified as [insert either: Ineffective or Developing] and referred to (insert name of coach assigned) , for supports on [date] .		
Minimum Supports:	Dates/Comments:	
Coach meets with teacher to identify the components to be targeted during the support plan period.		
Teacher and Coach revise and/or amend the teacher's Individual Learning Plan—ILP-- (in Teachscape) to reflect the targeted components.		
Teacher is assigned the following online professional development aligned to the targeted components (Teachscape Learn):		
Coach meets with teacher		
Coachr observes teacher		
Coach meets with teacher to go over observation.		
Additional Supports, as prescribed:		
Teacher to attend district sponsored professional development Title: Title: Title:		
Review Professional Literature aligned to the targeted components: Title: Title: Title:		
Visit exemplar classroom evidenced in the targeted components: Teacher/School: Teacher/School:		
Co-Plan and co-teach a lesson with [Name] , focusing on [area for growth] :		
Signature/Date:	Signature:	
Teacher Name [Typed here]:	Coach [Typed here]:	
Signature:		Date:
Evaluators Name [Typed here]:		