

Race to the Top Language around Ineffective Teachers and Administrators

Removal of ineffective teachers.

By State Board policy, beginning in the 2010-11 school year, teachers in any LEA who do not achieve a rating of proficient or higher on all Educator Evaluation System standards by the end of their third year (for Beginning educators) will not be eligible for Continuing licenses, and they may not continue to teach.

In all LEAs, teachers with Continuing licenses who are rated as developing for one year on any of the Educator Evaluation System standards will be placed on a monitored growth plan. If they do not become proficient by the end of the second year, they will be placed on a directed growth plan for a period of no more than one year. If they still do not become proficient, then the teacher will be dismissed.

At the beginning of each school year, principals and teachers (both Beginning and Continuing) will review together student achievement data from the prior year. Beginning in 2012-13, if aggregated student data for a teacher are below expected growth, the principal and teacher will devise a professional development plan that includes strategies for improvement.

Evaluators, supervisors, and coaches will be able to use Educator Evaluation System and student growth data to identify professional development tailored to the needs of the individual educator in order to have a positive and significant effect on student achievement. Should a teacher experience three consecutive years of student growth that is lower than expected, then the teacher will be placed on a directed growth plan for a period of no more than one year. If the teacher does not become proficient within that time, then the teacher will be dismissed.

Removal of ineffective principals.

Superintendents evaluate principals annually using the PEP. At the beginning of the year, each principal brings to a conference her or his school improvement plan, student achievement data, Teacher Working Conditions survey results, SMART (Specific, Measurable, Attainable, Relevant, and Time-Bound) goals, and any other pertinent data requested by the superintendent. From these data, measurable goals are written for the year, reviewed mid-year, and evaluated at the end of the year. If a principal is ineffective for two consecutive years, her or his Superintendent may either place the principal on a directed growth plan, recommend that her or his contract not be renewed, or recommend dismissal.