

Pioneer Annual Professional Performance Review Process Teacher Improvement Plan

Purpose: Assistance plan for teachers who are rated as developing or ineffective through an annual professional performance review. The TIP is to be implemented no later than 10 days after the date on which teachers are required to report prior to the opening of classes for the school year.

Purpose of the awareness plan is to:

- Demonstrate the district commitment to the ongoing growth of teacher's professionalism and implementation of district wide initiatives.
- Improve teacher performance
- Provide a more directed intensive support
- The plan will include:
 - Defined specific standards based goals
 - Activities to support improvement
 - Manner improvement will be assessed
 - Definite timeline for achieving improvement

Teacher Improvement Plan

Steps

1. Teacher has been notified of the need for additional professional growth during the school year or at the Final Review Document conference.
2. Develop plan - Teacher Improvement Plan form provided to identify steps for growth which may include
 - Written submitted weekly lesson plans, student work, and unit plans
 - Participation in team mentoring which includes a PFA representative, appropriate colleague(s), and an administrator
 - Participation in targeted professional development opportunities
3. Participate in classroom observation - Participate in observing other classrooms teachers and follow up with reflective session as established in the plan.
4. Participate in District Mentoring program as established in the plan.
5. Participate in bi-monthly progress review conferences with your administrator as established in the plan.
6. At the end of the identified and agreed upon timeframe, the Final Review document and conference will determine:
 - If a teacher demonstrates improvement and attainment of goals (as stated in the plan) he/she will no longer participate in the Teacher Improvement Plan
 - The teacher does not demonstrate improvement or attainment of goals and is identified for continuation of a Teacher Improvement Plan for a second year.

Teacher's Name _____

Evaluator's Name _____

Start Date of Plan: _____

<p>Domain 1 - Planning & Preparation</p>	<p>Domain 2 - The Classroom Environment</p>	<p>Domain 3 - Instruction</p>	<p>Domain 4 - Professional Responsibilities</p>
<p>__1a Content & Pedagogy NYSTS: 1.2.c, 2.1.a, 2.1.b, 2.1.c, 2.5.b, 3.1.b</p> <p>__1b Knowledge of Students NYSTS: 1.1.a, 1.1.b, 1.2.a, 1.4.a, 1.4.b, 1.5.c</p> <p>__1c Instructional Goals NYSTS: 1.2.b, 2.2.b, 5.1.a, 5.2.c</p> <p>__1d Knowledge of Resources NYSTS: 1.5.a, 1.5.b, 2.6.b, 2.6.e, 3.4.b, 3.5d</p> <p>__1e Coherent Instruction NYSTS: 1.2.a, 1.2.c, 1.3.b, 2.1.d, 2.1.e, 2.3.a, 2.4.a, 3.1.a, 3.2.e</p> <p>__1f Student Learning NYSTS: 1.1.c, 1.3.a, 1.6.a, 1.6.b, 2.4.c, 3.6.a, 5.1.d, 5.1.e, 5.1.f, 5.1.g, 5.4.b, 5.4.c, 5.4.a, 5.4.c, 5.4.e</p>	<p>__2a Classroom Environment NYSTS: 2.2.a, 2.2.b, 3.5.b, 4.1.a, 4.1.b, 4.1.d, 4.3.d</p> <p>__2b Culture for Learning NYSTS: 4.1.e, 4.2.a, 4.2.f, 4.3.b, 4.3.c, 4.4.c</p> <p>__2c Classroom Procedures NYSTS: 4.3.a, 4.3.b</p> <p>__2d Student Behavior NYSTS: 4.3.a</p> <p>__2e Physical Space NYSTS: 2.6.a, 4.4.a, 4.4.e, 4.4.d</p>	<p>__3a Communication NYSTS: 2.4.a, 2.4.b, 3.2.a, 3.3.b, 5.5c</p> <p>__3b Techniques NYSTS: 2.2.c, 2.2.d, 2.2.e, 2.3.c, 2.5.a, 3.2.b, 3.5.a, 3.5.c, 3.5.d, 4.2.e</p> <p>__3c Student Learning NYSTS: 2.3.b, 2.6.c, 3.1.c, 3.3.a, 3.3.c, 3.4.c, 4.2.c, 4.2.d, 5.5.a</p> <p>__3d Student Feedback NYSTS: 2.3.d, 2.5.c, 3.6.b, 4.2.b, 5.1.a, 5.1.b, 5.1c, 5.2.b, 5.2.d, 5.5.b, 5.5.d</p> <p>__3e Flexibility & Responsiveness NYSTS: 1.1.c, 3.2.c, 3.4.a, 3.6.c</p>	<p>__4a Reflecting NYSTS: 6.1.c, 7.1.a, 7.1.b, 7.1.c, 7.2.a</p> <p>__4b Accurate Records NYSTS: 5.2.a, 5.a.c, 5.2.c, 5.4.a, 6.4.a, 6.4.b, 6.4.c</p> <p>__4c Communication NYSTS: 6.3.a, 6.3.b, 6.3.c</p> <p>__4d School Contribution NYSTS: 6.2.a, 6.2.b, 6.2.c, 6.2.d, 6.4.d</p> <p>__4e Professional Growth NYSTS: 6.1.e, 6.2.e, 7.2.b</p> <p>__4f Professionalism NYSTS: 6.1.a, 6.1.b, 6.1.d, 6.1.f, 6.5.a, 6.5.b, 6.5.c, 6.5.d, 6.5.e</p>

Definition of the Problem	Defined specific standards based goals	Activities to support improvement	Manner improvement will be assessed	Definite timeframe for achieving improvement

Comments:

Summative Evaluation/Rating (Description of Achievement Goal):

Teacher's signature

Date

Principal's signature

Date

Date of Termination of Plan: _____ **Teacher's Initials** _____ **Evaluator's Initials** _____

Definitions as applicable to plan of assistance:

Definition of the Problem - Description of precise problem as related to the district's evaluation criteria.

Statement of Objective - Reflects what future or improved behavior will look like.

Agreed upon Intervention Strategies/Data Collection - Expected course of action as agreed upon with evaluator.

Timeframe - Anticipated plan for completion of agreed upon goal.