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**Professional
Support
Track**

Keeneyville Elementary School District 20

OVERVIEW OF PROFESSIONAL SUPPORT TRACK

Core Teaching Expectations: A Framework for Continuous Growth

Planning and Preparation
Classroom Environment
Instruction
Professional Responsibilities

Professional Support Track

Participants:

- Tenured District 20 teachers who have not demonstrated basic performance on the Core Teaching Expectations

Purpose:

- To provide a teacher with all possible assistance to meet district performance expectations

Procedures:

- Action Plan
- Summative Evaluation

Keeneyville Elementary School District 20

PROFESSIONAL SUPPORT TRACK

The Professional Growth Track has been designed to recognize and improve good teaching. At least 98% of the staff will be well served by this process. * For those teachers who have not demonstrated basic performance on the Core Teaching Expectations as well as consideration of attendance, a more directive and intensive system of support is necessary. The Professional support Track demonstrates to staff members the district's good-faith attempt to provide them with all possible assistance to meet district performance expectations. A third person for support of either side, chosen from the bargaining unit personnel and/or from the administration, may be asked to attend any meeting pertaining to the development and/or implementation of the Professional Support Track Action Plan. Should performance fail to improve significantly to meet Core Teaching Expectations or attendance considerations, it may serve as a basis for future employment decisions.

EXPECTATIONS

Administrators are expected to:

- . review recommendations from the Awareness Phase;
- . initiate the development of an improvement plan with the teacher, based on core teaching expectations;
- . monitor the plan;
- . provide the needed support to assist the teacher as specified in the plan;
- . review the progress made towards implementing the Professional Support Tract Action Plan and make one of the following recommendations within one year from the calendar date that the teacher was placed on the Teacher Support Track;
 - the problem is resolved. The teacher is removed from the Support Track and returned to the Professional Growth Track, or
 - the problem is not resolved. The teacher will receive an "unsatisfactory" rating and be placed on the State Remediation Plan as delineated in the Illinois School Code within 30 days after receiving the rating in writing. The remediation plan will be designed to correct remediable deficiencies and last for 90 school days. (ILCS 5/24A-5(f), 50.50(a), 50.50(a)(1))

Teachers in the Professional Support Track are expected to:

- . develop a plan of action with the administrator based on the core teaching expectations;
- . complete all required activities as specified in the action plan; and
- . maintain on-going communication with administrator.

* Thurston, P.W., McGreal, T.L., & Kiser, M.A. (1997). Personnel, Administration for School Improvement: A Legal Organization & Policy Perspective. Unpublished manuscript.

Appendices

Keeneyville District Elementary School 20
PROFESSIONAL SUPPORT TRACK
ACTION PLAN

Teacher _____
 Administrator _____

Date _____
 School _____

Domain:				
Component:				
Element*:				
Goal:				
Strategies	Anticipated Outcome(s) <small>(Administrator states specifics from Core Teaching Expectations)</small>	Indicators of Success	Resources/ Materials/ Persons	Time Line

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 Teacher signature Date

 Administrator signature Date

* One concern per sheet from the Awareness Phase Plan.
 One Copy to Teacher. Original to Personnel File

Keeneyville Elementary School District 20

**SUPPORT TRACK
SUMMATIVE EVALUATION FORM**

Teacher _____ Date _____

Administrator _____ School _____

Core Teaching Expectation identified as not meeting basic standard:

- Domain _____
- Component _____
- Element _____
- Goal _____

Time frame for compliance: _____

Teacher's performance rating:

- Satisfactory - Concern resolved
- Unsatisfactory – teacher is moved to formal remediation per school code.

Teacher signature Date

Administrator signature Date

One copy to Teacher. Original to Personnel File.