

Professional Improvement Plan

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Scenario

Teacher B is a middle school physical science teacher who is in his third year of teaching.

Teacher B's state test scores have been approximately 20% lower than his peers despite having a mix of lower and upper performing students.

Teacher B writes approximately 30-40 discipline referrals each year and you as the principal have been called down to his class several times during the year to handle problems.



Standards

02.

Instructional Planning

03.

Instructional Delivery

04.

Assessment of/for Student Learning

05.

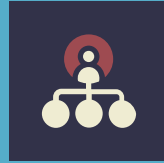
Learning Environment

Standard 2



Challenge, Engage, Empower

Teacher B will research lessons that will engage students (such as outside activities and experiments)



Rigor

Work with Dept. PLC to Incorporate Rigor into Classroom Activities



PD

Work with Instructional Coach to Create Effective Lesson Plans

Standard 3

STEP 1

Teacher B will meet with the administrator bi-weekly for coaching sessions.

STEP 2

Teacher B will implement best practices introduced in professional learning from “Teach Like a Champion 2.0”

Standard 4



DATA

- Teacher B will work with the data coach to learn the tools of collecting and interpreting data.
- Teacher B will incorporate his data into his lesson plans to meet student educational needs.

Standard 5



Classroom Management

Teacher B will work with his PLC to design lessons that provide framework for classroom management.



Discipline

Teacher B will complete three (3) peer observations for management and engagement.



Outreach

Teacher B will use documents to re-establish classroom norms each marking period and discuss learning targets with students.



Outreach

Teacher B will make phone calls to parents and document them in a log.

RESULTS



02

- Teacher B met with PLC but has not implemented the changes found in his lesson plan.
- Teacher B is not adhering to the pacing guides.



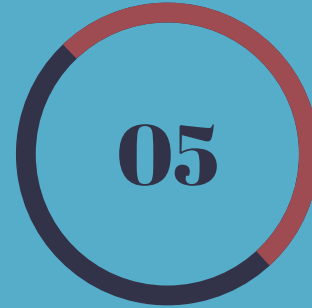
03

- Teacher B has not utilized the new lesson plan to engage students .
- Teacher B is not using the spreadsheet to determine student engagement.
- Teacher B does not provide ample opportunity for in-the-moment checks for comprehension.
- Teacher B did not complete this task..

RESULTS



- Teacher B is not using data to determine student engagement in the classroom.
- Teacher B is not using his data in lesson planning.



Teacher B completed 1/3 of the peer observations.

Recommendations

I do not recommend rehire or tenure for Teacher B for the following reasons:

- Although Teacher B was included in creating the PIP he did not comply with all aspects. His referrals continue to grow and student test scores continue to drop.
- When met to discuss the PIP and his results, he provided reasons that were not acceptable as to why he could not or did not comply.
- Teacher B had a mentor in year 1 and according to the final report, only complied with her suggestions when he was being observed or when co-teaching. Referrals were lower when the mentor was observing or co-teaching. According to her, he seemed eager to do better.
- Teacher B worked with his department “buddy” during the second year with similar results. His referrals increased a small percentage and his test scores were marginally worse.

