

Performance Improvement Plans for Professional Employees

A tenured professional employee who receives a summative rating of needs improvement or failing must be provided a Performance Improvement Plan. Unless an exception applies, no tenured professional employee of the District shall be dismissed prior to a twelve (12) month period (365 calendar days; not work days), for the purposes of implementing the Performance Improvement Plan, from the date of the overall summative evaluation of needs improvement or failing.

The following exceptions shall apply:

1. **Exceptional Condition.** Criteria for an abbreviated Performance Improvement Plan include the following, or other conditions that are of similar import:
 - Attempts at remediation fail. Administrative observations document that the tenured professional shows an accelerated decline in performance.
 - Although the administration has identified performance deficiencies and initiated the Performance Improvement Plan, parent and student concerns and complaints persist after a period of time within which improvement should have been demonstrated. The complaints, reviewed in an objective manner, are verified through documented observations by school administrators and support the administrator's decision to place the employee in the "Exceptional Condition" category.
 - It is clearly evident that the teacher fails to provide effective instruction. Upon examination, it is evident that students are not engaged, or teacher communications are not clear to students, or unsuitable instructional activities and materials are used, or there is a lack of adjustment to meet the needs of the students, or there is a lack of student assessment for instructional purposes. Evidence of this deficiency must come from several classroom observations.
 - The tenured professional teacher is unable to maintain an environment conducive to learning to the degree that such is harmful to students. This is characterized by chaos and conflict, with low expectations for learning, or no clear standards of student conduct, or poor use of physical space, or negative interactions between individuals. Examples might include unsafe acts of students that might cause physical or emotional harm to themselves or others or student acts or behaviors that are disruptive of the instructional process. Evidence of this deficiency must come from several classroom observations.

A Performance Improvement Plan may be reduced to no less than four (4) months duration when an exceptional condition occurs and can be substantially documented.

2. **Progressive Discipline.** In the event a professional employee engages in an offense or behaviors that would fall within one of the reasons set forth in Section 11-1122 of the Public School Code of 1949, the District maintains all rights including dismissal of an employee. The rights of the employee and Association under Section 11-1122 shall also be maintained. When the "unsatisfactory teaching performance" language of Section 11-1122 is applied, the 12 month Performance Improvement Plan timeline shall apply unless an Exceptional Condition is established.

In the application of this regulation, neither the Association, nor a professional employee, nor the District waives any rights under the collective bargaining agreement or laws or rules or regulations. The rights of the Association, and/or the professional employee, and/or the District should not be diminished by this regulation. The Association, professional employees, and the District retain all rights they have under the law relating to employee discipline or discharge.

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