

**TEACHER ASSISTANCE PLAN
FOR
LICENSED STAFF**

Performance Concerns
Observations and Summative
Not meeting expectations
Appropriate corrective or disciplinary action, depending on circumstances.

LEVEL 1 – SUPPORT
Naming Concerns, Intentional Conversation, Heads-up, Lightly Documented

Principal/Supervisor contacts:
Associate Superintendent
Director of Employee Services for
discussion, consultation, coaching

Teacher Assistance Plan developed by supervisor and teacher and may include:
Voluntary peer assistance,
Directive or formal Notice of Expectation or Deficiency,
AHM involvement if requested by employee.

Additional observation/evaluation and support and create a plan for improvement

LEVEL 2 – REMEDIATION
Clearly defining expectations and providing intensive support and feedback.

Principal/Supervisor contacts:
Associate Superintendent
Director of Employee Services for
discussion, consultation, coaching

Teacher Assistance Plan developed by supervisor and teacher with additional participation by district personnel and AHM.

Additional observation/evaluation and support and create a plan for improvement

LEVEL 3 – FINAL RESOLUTION(S)
Finalizing decisions: Performance Improvement, Career Transition, or Termination

Principal/Supervisor contacts:
Associate Superintendent
Director of Employee Services for
discussion, consultation, coaching

High level involvement and top level interventions.

Resolution at the end of the process could include termination, leave, reassignment, exiting the Teacher Assistance Plan or moving to a lower level.