

Section 11: Tenured Professional Evaluation Plan Chart: Unsatisfactory

TIME OF YEAR	PROCESS	FORMS
Within 30 school days of Teacher ¹ receiving an overall rating of <i>Unsatisfactory</i>	<ul style="list-style-type: none"> • Evaluator will develop a 90 day Remediation Plan to address deficiencies cited, provided the deficiencies are remediable • Explain and confirm the Remediation Plan with Teacher and Consulting Teacher 	<ul style="list-style-type: none"> • Remediation Plan • Form A: Indian Prairie Framework for Teaching
Immediately upon receipt of the Remediation Plan	<ul style="list-style-type: none"> • The Teacher begins the implementation of the Remediation Plan with the support of the Consulting Teacher 	<ul style="list-style-type: none"> • Remediation Plan
Before the 45 day midpoint of the Remediation Plan period	<ul style="list-style-type: none"> • One (1) Formal Observation (Pre-Observation and Post-Observation Conference) • One (1) Informal Observation (Post-Observation Conference is required) • Additional Formal and/or Informal Observations as determined by the Evaluator 	<ul style="list-style-type: none"> • Form A: Indian Prairie Framework for Teaching • Form B1: Guidesheet for Teaching Pre-Observation Process/Conference • Form C1: Guidesheet for Teaching Post-Observation Process/Conference
At the midpoint of the Remediation Plan period	<ul style="list-style-type: none"> • Indian Prairie 204 Performance Evaluation Rating (Summative) Remediation Plan Evaluation is conducted and reviewed with the Teacher 	<ul style="list-style-type: none"> • Form A: Indian Prairie Framework for Teaching
After the midpoint of the Remediation Plan period	<ul style="list-style-type: none"> • One (1) Formal Observation (Pre-Observation and Post-Observation Conference) • One (1) Informal Observation (Post-Observation Conference is required) • Additional Formal and/or Informal Observations as determined by the Evaluator 	<ul style="list-style-type: none"> • Form A: Indian Prairie Framework for Teaching • Form B1: Guidesheet for Teaching Pre-Observation Process/Conference • Form C1: Guidesheet for Teaching Post-Observation Process/Conference
At the conclusion of the Remediation Plan period	<ul style="list-style-type: none"> • Indian Prairie 204 Performance Evaluation Rating (Summative) Remediation Plan Evaluation is conducted and reviewed with the Teacher <ul style="list-style-type: none"> ○ Overall rating of <i>Proficient</i> or <i>Excellent</i> – Reinstatement to the district's evaluation schedule, Teacher will be evaluated at least once during the following school term. ○ If overall rating is not <i>Proficient</i> or better – Immediate recommendation for dismissal (Section 24-12 of the School Code) 	<ul style="list-style-type: none"> • Form D: Indian Prairie 204 Performance Evaluation Rating (Summative) Form • Form A: Indian Prairie Framework for Teaching

For Tenured-*Unsatisfactory*, a minimum of three (3) observations must be conducted during the evaluation cycle with two of the observations being formal.

Please note that Form E1: Notice of Concern is not used during the Remediation process.

If the tenured teacher then achieves a rating equal to, or better than, *Proficient* in the school year following the *Unsatisfactory* rating, they shall be reinstated to the school district's regular evaluation schedule for tenured teachers.