

Teacher Improvement Plan (TIP)

- A TIP must be initiated whenever a teacher receives a composite rating of “developing” or “ineffective” as delineated by the HEDI scoring bands on their annual evaluation using NYSUT Teacher Practice Rubric.
- Identified Teacher would be notified by the District in writing that, based on evaluation outcomes, a TIP would be developed within 10 work days of receipt of letter.
- The District must contact the RCSTA President to inform him/her of a member being placed on a TIP.
- Identified Teacher would be contacted by the Peer Assistance and Review (PAR) consulting Teacher. The PAR consultant would be chosen by the teacher’s representing union, RCSTA, in agreement with the identified teacher.
- PAR consulting teacher would work with Administration and member in the development of the TIP. See Appendix A for TIP form.
- The Administrator and the Teacher will organize follow-up meetings to review the progress and document same on a progress log.

Contents: Each TIP shall contain the following information:

- Identify Areas of Improvement based on rubric, pre-conference and post conference.
- Identify Timeline for improvement
- Identify How Improvement will assessed
- Identify differentiated activities to support improvement

The timing of each TIP shall be in place no later than ten (10) work days after teacher is notified of a developing or ineffective rating.

Provisions

The TIP is an instrument to promote professional growth and is not disciplinary in nature. No TIP will be accompanied by disciplinary sanctions such as the withholding of raises, step increments, etc.

Any involvement by the teacher in TIP activities outside of the normal school day/year is voluntary and no cost to the teacher.

The district will make available professional development for the teacher (e.g. peer coaching, portfolios, observations of other teachers, academic study, in-service courses, etc.) and the district will bear any costs.

In the event TIP deadlines and guidelines are not followed by the District, a teacher has the right to grieve the process.

If the teacher has met or exceeded the TIP's performance expectations, there will be no further action by the district.