



Performance Improvement Plan (PIP)

Teacher's Name: Medi O. Crity
 Beginning Date of Plan: 10/20/19

Teacher's Assignment: Plumbing
 Ending Date of Plan: 06/28/20

<u>Domain</u>	<u>Issues/Problems to be Addressed:</u> Using objective language, cite all issues separately under each domain	<u>Corrected State:</u> Using objective language, describe the performance when corrected	<u>Focused Assistance:</u> Include specific support and professional development opportunities, individuals responsible for providing assistance & resources and monitoring the plan)	<u>Input or Requests from Teacher:</u> Using objective language, include any specific assistance requested by the teacher
<u>Domain 1c</u> <i>Setting Instructional Outcomes</i>	<u>Failing</u> to not produce any learning guides.	<ul style="list-style-type: none"> Learning guides will adhere the BCTHS format 	<ul style="list-style-type: none"> Teacher will review BCTHS Grading Guidelines and critique two (2) colleagues' Grading Procedures. 	<ul style="list-style-type: none"> Request to examine other teachers' Learning Guides
<u>Domain 1f</u> <i>Designing Student Assessments</i>	Needs Improvement with developing and implementing student assessments.	<ul style="list-style-type: none"> There will be at least one (1) assessment in each Learning Guide. There will be at least one (1) formal student assessment per week integrating <u>academic</u> and <u>technical</u> skills 	<ul style="list-style-type: none"> Teacher will review at least two (2) colleagues' formal assessments. Teacher will observe a colleague in another <u>technical program</u>, focusing on assessment strategies. 	<ul style="list-style-type: none"> Request to observe other teachers within building.
<u>Domain 2c</u> <i>Managing Classroom Procedures</i>	<u>Needs Improvements</u> with routine class procedures as evidenced by no learning guides and regular assessments.	<ul style="list-style-type: none"> Administration will observe routine procedures during any informal/formal observations. Learning Guides will be submitted and approved by supervisor. 	<ul style="list-style-type: none"> Teacher will observe an <u>academic</u> teacher's class and unit assessments 	<ul style="list-style-type: none"> Request viewing other colleague's academic and technical assessments.



Performance Improvement Plan (PIP) (continued)

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<u>Domain 3d</u> <i>Assessing Student Performance</i>	<u>Needs Improvement</u> for having few/no student assessments	<ul style="list-style-type: none"> Create and submit at least 32 formal assessments. 	<ul style="list-style-type: none"> Observe other quality CTE programs (inside/outside of building) 	<ul style="list-style-type: none"> Request to observe other teachers at another CTC.
<u>Domain 4a</u> <i>Reflecting on Teaching</i>	<u>Needs Improvement</u> with creating learning guides and implementing student assessments in order to examine effectiveness of instructional methods.	<ul style="list-style-type: none"> Assessments will be part of every learning guide, along with technical task components and academic standards 	<ul style="list-style-type: none"> Teacher will take a workshop on formative/summative assessments 	<ul style="list-style-type: none"> Request workshop on formative and summative assessments
<u>Domain 4b</u> <i>Maintaining Accurate Records</i>	<u>Needs Improvement</u> in keeping accurate records since very few have been observed or submitted	<ul style="list-style-type: none"> Gradebook/School's grading portal system will be updated every two (2) weeks by instructor 	<ul style="list-style-type: none"> Teacher will have ongoing training with Grading Portal staff 	<ul style="list-style-type: none"> Request training with someone who understands grading portal software
<u>Domain 4e</u> <i>Growing and Developing Professionally</i>	<u>Needs Improvement</u> by following supervisor's requests and	<ul style="list-style-type: none"> Creating a Reflective Journal on the overall successes and shortcomings of the students for each major unit. 	<ul style="list-style-type: none"> Read about Danielson's Domains at SAS/PDE website 4 and discuss with supervisor. 	<ul style="list-style-type: none"> Request to learn about Domain 4 of Danielson/PDE



Performance Improvement Plan (PIP) (continued)

Summary List of Resources and Professional Development

- BCTHS Administration and Colleagues
 - Technical and Academic teachers
- BCTHS Professional Library
- Other CTE teachers in other CTCs
- Bucks County Intermediate Unit #22 (BCIU)
- Charlotte Danielson's Domains of Teaching -<https://danielsongroup.org/framework>
- PDE/SAS website <https://www.pdesas.org/Frameworks/TeacherFrameworks/TeacherEffectiveness>



Performance Improvement Plan (PIP) (continued)

Performance Improvement Plan Implementation Calendar

<u>Month</u>	<u>Activities</u>	<u>Date Completed</u>	<u>Administrator (met timeline)</u>
October 2019	<ul style="list-style-type: none"> Meeting with Supervisor Submit at least 5 Learning Guides, including assessments Submit Grading Procedures aligned with BCTHS guidelines 	October 31, 2019	
November 2019	<ul style="list-style-type: none"> Submit at least 10 Learning Guides Review Grading Procedures w/Supervisor Observe two (2) teachers' grading procedures and unit assessments Create and submit 4 formal assessments that integrate technical and academic content. Observe a colleague in another <u>technical program</u>, focusing on assessment strategies. Train with someone who understands BCTHS grading portal software. 	November 30, 2019	
December 2019	<ul style="list-style-type: none"> Submit at least 15 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (8 in total) Observe an <u>academic</u> teacher's class and unit assessments. 	December 22, 2019	
January 2020	<ul style="list-style-type: none"> Submit at least 20 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (12 in total). Observe another teacher(s) at another CTC. 	January 31, 2020	
February 2020	<ul style="list-style-type: none"> Submit at least 20 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (16 in total). Take a workshop on formative/summative assessments. 	February 27, 2020	
March 2020	<ul style="list-style-type: none"> Submit at least 25 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (20 in total). 	March 30, 2020	



Performance Improvement Plan (PIP) (continued)

Performance Improvement Plan Implementation Calendar (cont.)

<u>Month</u>	<u>Activity</u>	<u>Date Completed</u>	<u>Administrator (met timeline)</u>
April 2020	<ul style="list-style-type: none"> Submit at least 25 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (24 in total). 	April 30, 2020	
May 2020	<ul style="list-style-type: none"> Submit at least 25 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (28 in total). 	May 30, 2020	
June 2020	<ul style="list-style-type: none"> Submit at least 25 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (32 in total). 	June 15, 2020	
Complete BEFORE 2020-21 SY Year	NOTE: <i>This is NOT part of the PIP for 2019-20</i>		
July-August 2020	<ul style="list-style-type: none"> Revise previously created Learning Guides on BCTHS Task List Revise and submit 20 (out of 32) formal assessments from previous year 	August 25, 2020	



Performance Improvement Plan (PIP) (continued)

Signature Page

I have received a copy of this improvement plan. I understand that my initials and signature does not necessarily constitute agreement with its contents and that I have an opportunity to respond if I disagree.

Teacher's Signature

Date

BCTHSEA's Representative Signature

Date

Administrative Signature

Date