

APPENDIX IV – 108

#### IV. K.1.o Teacher Support Plan

Some teachers are in need of additional profession support outside of what is provided routinely to all teachers new to the District and the profession. Accordingly, the District has developed and implements a Teacher Support Plan designed to assist underperforming and struggling teachers. The Teacher Support Plan outlines a program for all teachers within the District regardless of their length of service. The District refers teachers to the program who are identified as performing inadequately in the classroom (underperforming) or needing support (struggling).

Number of Teachers identified as struggling or underperforming  
2014-15 and 2015-16

| Ethnicity                     | Targeted Support Plans (Struggling) |           | Plans of Improvement (underperforming) |          | Total     |           |
|-------------------------------|-------------------------------------|-----------|--|----------|-----------|-----------|
|                               | 2014-15                             | 2015-16   | 2014-15                                | 2015-16  | 2014-15   | 2015-16   |
| <b>White</b>                  | 8                                   | 15        | 3                                      | 0        | 11        | 15        |
| <b>African American</b>       | 1                                   | 1         | 0                                      | 0        | 1         | 1         |
| <b>Hispanic</b>               | 3                                   | 8         | 6                                      | 0        | 9         | 8         |
| <b>Native Am</b>              | 0                                   | 0         | 1                                      | 0        | 1         | 0         |
| <b>Asian/Pacific Islander</b> | 1                                   | 0         | 0                                      | 0        | 1         | 0         |
| <b>Other</b>                  | 1                                   | 0         | 0                                      | 0        | 1         | 0         |
| <b>Total</b>                  | <b>14</b>                           | <b>24</b> | <b>10</b>                              | <b>0</b> | <b>24</b> | <b>24</b> |

Underperforming teachers referred for inadequate classroom performance participate in a 45-instructional-day plan for improvement in accordance with Governing Board policy GCO.

Struggling teachers needing support (but not identified as having inadequate classroom performance) receive targeted professional development, and other research-based supports identified by the supervising administrator as appropriate.