

## APPENDIX IV – 34

## IV.K.1.o Description of Teacher Support Program

The District has developed and implements a Teacher Support Plan designed to assist underperforming and struggling teachers. For SY2017-18, 17 teachers were on a Targeted Support Plan for an average of nine weeks before completing the plan's objectives. The District expects that teachers on a Targeted Support Plan will improve and maintain an acceptable level of performance within the identified area of concern.

As shown below, the total number of teachers on any plan in SY2017-18 decreased by 28 teachers. This drop in teachers on any plan is a direct result to the district's emphasis on the Observation/Feedback Cycle during our principal professional development sessions. Significantly, more teachers were on a Targeted Support Plan than a Plan of Improvement.

**Number of Teachers on Targeted Support Plans or Plans of Improvement,  
2016-17 and 2017-18**

	Targeted Support Plans (Struggling)		Plans of Improvement (underperforming)		Total	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
White	34	15	3	2	37	17
African American	2	0	0	0	2	0
Hispanic	5	2	1	0	6	2
Native Am	1	0	0	0	1	0
Asian/Pacific Islander	1	0	0	0	1	0
Other	0	0	0	0	0	0
Total	43	17	4	2	47	19