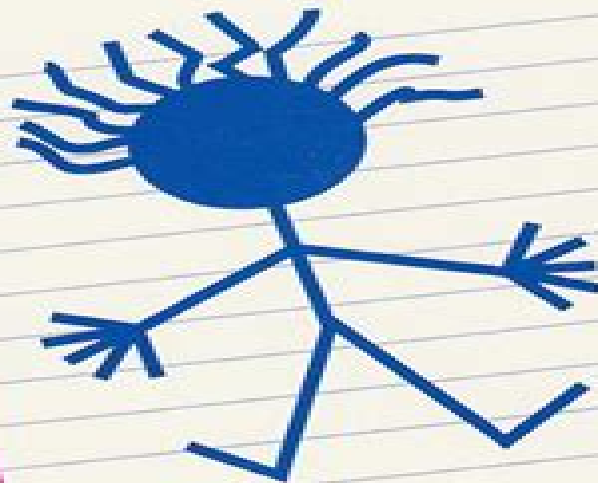


# THE MARGINAL TEACHER

A Step-by-Step Guide  
to Fair Procedures for  
Identification and Dismissal



C. Edward Lawrence  
Myra K. Vachon  
Donald O. Leake  
Brenda H. Leake

# The Marginal Teacher A Step By Step Guide To Fair Procedures For

**David Kirk**



## **The Marginal Teacher A Step By Step Guide To Fair Procedures For:**

*The Marginal Teacher* C. Edward Lawrence, 2005-04-13 Updated Edition of Bestseller Simplify complicated teacher dismissals by doing your homework Are you faced with the difficult task of teacher evaluations Does the burden of proof fall to you in cases of teacher dismissals For over a decade principals have turned to *The Marginal Teacher* as a resource for ensuring instructional competency in their schools This third edition of *The Marginal Teacher* offers timely solutions for successfully dealing with marginal teachers Lawrence illustrates the proper actions that principals should integrate into the evaluation processes to successfully gather documentation to help improve or terminate an ineffective teacher Complete with tools and resources to streamline the evaluation process you ll find An updated PC or Mac CD ROM with customizable forms checklists calendars and teacher dismissal documentation Understanding the evaluation process procedures policies and new legislation Handling nontenured teacher dismissal Integrating classroom observation techniques Dealing with teacher misconduct Incorporating action steps for conducting the school level dismissal meeting Let this time tested guide ease the difficult task of teacher dismissal     *The Marginal Teacher* C. Edward Lawrence, 2005-04-13 Simplify complicated teacher dismissals by doing your homework Are you faced with the difficult task of teacher evaluations Does the burden of proof fall to you in cases of teacher dismissals For over a decade principals have turned to *The Marginal Teacher* as a resource for ensuring instructional competency in their schools This third edition of *The Marginal Teacher* offers timely solutions for successfully dealing with marginal teachers Lawrence illustrates the proper actions that principals should integrate into the evaluation processes to successfully gather documentation to help improve or terminate an ineffective teacher Complete with tools and resources to streamline the evaluation process you ll find An updated PC or Mac CD ROM with customizable forms checklists calendars and teacher dismissal documentation Understanding the evaluation process procedures policies and new legislation Handling nontenured teacher dismissal Integrating classroom observation techniques Dealing with teacher misconduct Incorporating action steps for conducting the school level dismissal meeting Let this time tested guide ease the difficult task of teacher dismissal     *The Principal as Instructional Leader* Sally J. Zepeda, 2014-01-09 First Published in 2013 Routledge is an imprint of Taylor Francis an informa company     *Score to Soar* John F. Eller, Sheila A. Eller, 2015-03-24 Discover how to guide and enhance the job performance of teachers in your school or district The authors share highly practical strategies for providing teachers meaningful feedback and encouraging their improvement You ll discover how to evaluate teacher effectiveness use multiple forms of data for evaluation and communicate evaluation findings to teachers in a way that fosters their professional growth     *Resources in Education* , 2001-10     **Learner-Centered Leadership** Arnold B. Danzig, Kathryn M. Borman, Bruce A. Jones, William F. Wright, 2017-09-25 Many new approaches to school improvement are being proposed in the current climate of assessment and school accountability This book explores one of these approaches a new model of leadership training known as Learner Centered Leadership LCL It is built around the fundamental idea that

learning and learning communities are natural processes that when properly harnessed can lead to the highest levels of professional engagement and problem solving. Key features of this exciting new approach to school leadership include the following: Broad based and Generative. The book's narratives vividly illustrate the extraordinary ability of LCL to generate new approaches to leadership development. For example, encouraging and assisting school leaders to reflect on their own leadership attributes relative to the implementation of the school mission to ensure high teacher efficacy and student learning. In this respect, the volume contributes significantly to the field of school leadership and professional development by extending above and beyond a narrow focus on instructional leadership. Practice Oriented. By creating communities that encourage conversation and analysis, the new data driven models of school improvement are more likely to be successfully implemented. Without analytical discourse, the process of interpreting school data and transforming it into practice would be largely lost. Conceptually Appropriate. The realization that everyone within a school—students, teachers, administrators—belongs to the same learning community minimizes status differences and encourages teamwork. The LCL administrator is much less likely to be authoritarian and power oriented and much more likely to be transformative and student outcome focused. This book is appropriate for master's level courses and certification seminars and for inservice workshops dealing with school leadership.

*Instructional Supervision* Sally J. Zepeda, 2013-09-27. This highly regarded book is a must have resource for all graduate level students and prospective school leaders enrolled in courses in instructional supervision. It is also a valuable guide for anyone currently in a leadership position with responsibility for supervising student teachers. Dr. Zepeda provides both practical tools and strategies needed for classroom observations and pre and post observation conferences, laying a strong foundation for effective instructional supervision in preK-12 schools. The updated third edition includes research supported strategies to help supervisors work successfully with teachers, authentic case studies, classroom examples, and field experiences in depth coverage of professional development and its link to teacher evaluation, reflection prompts, pragmatic tips, self assessments, and suggested activities.

**K-12 Case Studies for School Administrators** Marcia Norton, Paula E. Lester, 2017-09-29. Case studies enable aspiring administrators to refine their reaction skills as well as their critical thinking skills by responding to a multitude of problems in a short time. Originally published in 1998, the case studies in this book provide a broad based overview of the kinds of real problems that schools were facing at the time. The problems administrators face on a daily basis vary in scope and complexity. Short cases provide opportunities to address, analyze, and resolve problems encountered in the real working environment. Students must actively engage in a process of inquiry and problem solving. This book can be used over several years according to the case studies selected for class use. This is a multicourse, multiyear action case study text.

*The New School Management by Wandering Around* William A. Streshly, Susan P. Gray, Larry E. Frase, 2012-04-05. This book provides a wealth of practical literacy strategies tailored for adolescents who have had interrupted formal education or come from newly arrived immigrant populations.

*Questions & Answers about Standards, Assessment, and Accountability* Douglas B. Reeves, 2001 Easy to use reference book with clear answers to today's most frequently asked questions in education today

**Strategic Management of Human Capital in Education** Allan R. Odden, 2011-03 Strategic Management of Human Capital in Education offers a comprehensive and strategic approach to address what has become labeled as talent and human capital Grounded in extensive research and examples of leading edge districts this book shows how the entire human resource system in schools from recruitment to selection placement induction professional development performance management and evaluation compensation and career progression can be reformed and restructured to boost teacher and principal effectiveness in ways that dramatically improve instructional practice and student learning Strategic Management of Human Capital in Education guides educators towards putting more effective teachers teacher leaders and principals in the country's schools especially in poverty impacted urban and rural communities equipping those teacher and principals with instructional and leadership expertise and rewarding and retaining those who are successful in attaining these objectives Drawing from cases experiences and deliberations from a national task force this book outlines a comprehensive framework for how to transform current human resource management practices into authentic strategic talent management systems in order to improve student achievement

**How to Handle Staff Misconduct** C. Edward Lawrence, Myra K. Vachon, 2003-01-06 Updated Edition of Bestseller How to Handle Staff Misconduct has simplified the process with its step by step format and has removed a lot of the emotions that have previously gone into addressing staff misconduct issues I've had occasions to put the steps into play and have found them to be logical and straightforward Anne Hutcheson Director of Special Education and Pupil Personnel Bellefonte Area School District Pennsylvania Lawrence and Vachon did an outstanding job of writing guidelines that deal with the core aspects of supervision and documentation without becoming embroiled in state law issues and differences I wish that I had this book as a guideline when I became a principal I would have used it to train new hires on my administrative team Mary A King Director of High School Services Texas Association of Secondary School Principals What administrators must know about staff misbehavior and the steps to correct it Ever changing laws regarding sexual harassment teacher accountability and safety in the workplace combined with increasingly complex union contracts have made the handling of staff misconduct a veritable minefield for novice and experienced administrators alike Fortunately this expanded and updated second edition of an indispensable resource will clarify all of the steps principals must take to ensure that their schools are run according to the policies and laws that govern them In clearly delineated sections How to Handle Staff Misconduct Second Edition offers strategies that include managing excessive tardiness insubordination misconduct requiring suspension and even criminal behaviors Each section includes an outline of principal responsibilities and common errors that can interfere with a successful intervention In addition the authors demonstrate How to use progressive discipline to fairly correct unwanted behaviors How to set up a school level misconduct meeting Why just cause is a key defense against legal backlash How due

process can avoid technical errors during a disciplinary action Why privacy is paramount Covering everything from the first day of school to the first sign of an infraction this book guides administrators through all phases of investigation and documentation and remains an essential resource for any principal or supervisor trying to keep students and staff focused on education

From Difficult Teachers . . . to Dynamic Teams Barbara L. Brock, Marilyn L. Grady, 2009-05-13 This book reflects a true understanding of the different personalities administrators face and clearly outlines what each leader can do to establish a positive environment for their employees and students This is one book no administrator should be without Patricia Bowman Retired Principal Los Angeles Unified School District Adjunct Professor University of California Los Angeles Proven solutions for toxic behaviors Unconstructive staff behaviors can disrupt a thriving school environment School leaders need positive generative communication strategies that can defuse negativity and inspire teachers to change their behavior and become contributing members of the learning community From Difficult Teachers to Dynamic Teamwork examines the underlying basis of problematic behaviors and provides proactive proven strategies for building teamwork and a positive school culture Leaders will discover strategies for enhancing their interpersonal skills determining if their own behavior is contributing to the problem and encouraging behavior change in teachers and staff Based on interviews with more than 50 experienced principals this valuable resource connects content to practice via Key tools practical resources organizational charts and behavior assessment forms Sage advice and quotations from experienced educators Sample dialogues to help identify behavior challenges Take Action sections for specific implementation strategies Maximize the effectiveness of your staff by building a culture of shared leadership collegiality and teamwork

**The Leader's Guide to Working with Underperforming Teachers** Sally J Zepeda, 2016-03-10 Under increasing pressure in the face of teacher evaluation systems and accountability measures schools must focus on those teachers that exhibit marginal to incompetent teaching behaviors in their classrooms This book is a vital resource for educational leaders who are responsible for instructional programs and teacher evaluation Zepeda's tried and true strategies will help you take the necessary steps to support and mentor struggling teachers by detecting underperformance developing strategies to help teachers engaging in difficult conversations to enact plans of improvement and following legal requirements The practical tools found in this book will help teachers improve their instruction assessment classroom management and teamwork

**ERS Bulletin** Educational Research Service (Arlington, Va.), 1998

How to Deal With Teachers Who Are Angry, Troubled, Exhausted, or Just Plain Confused Elaine K. McEwan, 2005-06-01 Use Assertive Intervention techniques to help difficult teachers become positive and energetic professionals Managing difficult teachers effectively may be a principal's most pressing challenge In this research based text you will discover approaches that prove how even the most difficult teachers can become successful professionals This indispensable handbook introduces Assertive Intervention techniques and shows principals how to improve daily interactions with troubled teachers These strategies show how to Confront difficult teachers calmly and confidently Conduct an Assertive

Intervention Improve interactions with troublesome teachers Build a positive school culture      **Supportive Supervision**  
 Albert J. Coppola,Diane B. Scricca,Gerard E. Connors,2004-02-20 This highly usable hands on guide offers that much needed and fully integrated support system for the building level supervisor to truly become a teacher of teachers      *Educational Administration Abstracts* ,1994      *The Leader's Guide to Standards* Douglas B. Reeves,2003-02-17 In today s school environment educational leaders are mandated to use academic standards to measure the progress of their school s teachers and students Despite the wealth of material that addresses the topic of academic standards there is little written for those who must lead the effort to put in place an effective standards system The Leader s Guide to Standards is a landmark book written by Douglas Reeves an expert in academic standards performance assessment and accountability that shows school principals assistant principals teachers and district level administrators how to build a comprehensive accountability system for standards based reform that focuses on leadership skills Reeves offers practical recommendations for assessing and nurturing teacher performance setting up balanced assessment and accountability policies and making the case for standards to the public In addition the book addresses the vital role that policymakers from the local school board to state and national leaders play in the successful implementation of educational standards      *194 High-Impact Letters for Busy Principals* Marilyn L. Grady,2006-07-21 Grady s book encourages principals who are perpetually pressed for time to get to correspondence that languishes at the bottom of their to do lists My own correspondence has doubled since getting my hands on this book Cathie West Principal Mountain Way Elementary School Granite Falls WA The letters cover a wide variety of topics and give administrators ideas on what kind of letters to write After going through the letters I realize that I need to send more letters of appreciation to parents and organizations Gina Segobiano Principal Superintendent Signal Hill School District 181 Belleville IL Build a culture of care with positive communication As the key communicators for schools principals write a wide range of correspondence from thank you letters and congratulations to best wishes and other personal notes Yet this critical responsibility can easily fall victim to every administrator s busy schedule Marilyn Grady s updated and expanded collection of letters is truly a time saving starter kit with user friendly and easy to personalize templates to revitalize every busy administrator s communications repertoire This practical resource provides jargon free templates useful for Improving communication with parents teachers and other school stakeholders Initiating a letter a day plan to improve school culture Advancing parent education health and wellness and safety initiatives among others Reminding you to communicate with all stakeholders Evaluating your current written communication Identifying areas where you could communicate more This targeted collection will add a new level of organization efficiency and effectiveness to your communication tasks Unlock the secrets of effective communication and watch relationships on all levels flourish Includes a PC and Mac compatible CD ROM containing all letters for easy customization

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