

not reach agreement within 180 days of the implementation date September 1, 2016, the District shall, with respect to the use of data and indicators on student growth as a significant factor in rating teacher performance, implement the model plan for doing so established by the State Board of Education under Section 24A-7 of the School Code.

C. Evaluation Plan Changes

Any change to the procedural elements of the evaluation model that are contained within this negotiated agreement must be agreed to by the joint negotiations committee and approved via a memorandum of understanding.

**8.9 PROFESSIONAL DEVELOPMENT PLAN FOR TENURED TEACHERS**

1. Within 30 school days after a tenured teacher receives an evaluation rating of “needs improvement,” the evaluator, in consultation with the teacher and an HFEO representative, if requested, shall develop a professional development plan for the teacher. The plan shall be approved by the Principal.
2. Taking into consideration the teacher’s on-going responsibilities, including the teacher’s assignments, the plan shall be directed to the areas that need improvement and any supports that the District will provide to address the areas identified as needing improvement.

**8.10 REMEDIATION PLAN FOR TENURED TEACHERS**

A. Notice to the Bargaining Unit Member and the HFEO

1. When an observation of the teacher results in a designation of unsatisfactory, written notice of the unsatisfactory rating and a copy of the evaluation report shall be given to the teacher and the HFEO. The parties shall then comply with the provisions of Section 8.10 B, “Remediation Procedures.”

B. Remediation Procedures

1. If an unsatisfactory designation was made because of violations pursuant to Section 8.2, but the violations deal with issues outside the normal classroom functions, additional observations need not be made.
2. Within thirty (30) school days of the evaluation rating wherein the teacher is rated unsatisfactory, a qualified evaluator and a consulting teacher selected by the qualified evaluator and the teacher rated unsatisfactory will develop and commence a remediation plan designed to correct the teacher’s specific deficiencies as noted. The term “remediation plan” shall have the same meaning as the term may be defined by the State Board of Education in lawfully adopted rules and regulations. At a minimum,

it shall contain specific suggestions that will help the teacher remedy deficiencies and shall list expectations to be achieved by the teacher. This provision will follow the procedures and policies relating to remediation in accordance with Article 24A of the Illinois School Code.

3. The Executive Board of HFEO shall submit annually a roster of consulting teachers to assist the teacher and the administrator in the goal of aiding the teacher to meet the terms of the remediation plan. When a teacher is designated unsatisfactory, the consulting teacher will be selected by the participating administrator or the principal and must meet the legal qualifications of the law.
  4. The teacher shall receive evaluations and ratings as designated within the timelines allowed by the Illinois School Code, immediately following receipt of an unsatisfactory rating. The qualified evaluator shall conduct and be responsible for the evaluations and ratings, while the consulting teacher provided for by law shall participate in developing the remediation plan and provide advice to the teacher on how to improve teaching skills and to successfully complete the remediation plan.
  5. At the end of the remediation plan, the teacher will be rated as “proficient” (or better), or “unsatisfactory.” Any teacher receiving an “unsatisfactory” rating shall be dismissed in accordance with the law.
  6. Nothing in this process shall be construed as to prevent the immediate dismissal of a teacher for deficiencies which are considered irremediable.
  7. A teacher given notice of dismissal shall be given notice of his/her rights to a hearing.
- C. Time limits in Article 8 are intended to expedite the evaluation. They are not to be construed as technicalities to circumvent the evaluation plan and may be mutually extended when circumstances require their extension. Failure to strictly comply with the time requirements provided for in this evaluation plan shall not invalidate the results of the evaluations, ratings or any remediation period.