PERFORMANCE IMPROVEMENT PLAN

*Only required if Administrator received final rating of <u>Minimally Effective</u> or <u>Ineffective</u>.

If the Administrator receives a final rating of minimally effective or ineffective, the Superintendent, or his or her designee, must develop and require the Administrator to implement a Performance Improvement Plan to correct the deficiencies. The improvement plan must "recommend professional development opportunities and other actions designed to improve the rating of the [Administrator] on his or her next annual evaluation." MCL 380.1249b(1)(h).

1. To develop a Performance Improvement Plan, we suggest the Superintendent, or his or her designee, first look at the specific components in which the Administrator received ineffective or minimally effective ratings.

Below, circle the components in which the Administrator was rated ineffective or minimally effective:

1) Professional Growth and Learning

2) Organizational Management

3) School Planning and Progress

4) School Culture

5) Professional Qualities and Instructional Leadership

6) Stakeholder Support and Engagement

7) Statutory Factors (Optional)

8) Student Growth and Assessment

2. Develop goals for the Administrator, focusing on those components in which the Administrator received ratings of ineffective or minimally effective. It may be helpful to refer to the characteristics of a highly effective Administrator when developing goals.

Performance Improvement Goals:

1) _____

2) _____

3) _____

4) _____

5) _____

6) _____

3. The law requires the Performance Improvement Plan to recommend professional development opportunities and other actions to improve the rating of the Administrator on his or her next annual evaluation. We recommend the Superintendent, or his or her designee, work in collaboration with the Administrator to determine appropriate professional development opportunities or other actions that should be taken.

Recommended Professional Development Opportunities and Other Actions:

1) _____

2) _____

3) _____

4) _____

5) _____

6) _____