

EPISODE 272

First Steps For Early Teacher Performance Concerns



INSTRUCTIONAL
LEADERSHIP SHOW



Essential Question



What steps should I take to act on the teacher performance concerns I have now?

3 Possible Outcomes



We must accept all of the possible outcomes before putting someone on a PIP:

1. They may improve and stay
2. They may quit—at the end of the year or on the spot
3. They may not improve and need to be fired

Wait Before You Escalate



- Placing a staff member on a PIP is a significant escalation with serious consequences
- Start with a clear directive and see what happens

Directive Feedback



Could the person meet expectations by simply doing what you ask them to do?

Is directive feedback enough?

Stop, Start, Increase, Decrease



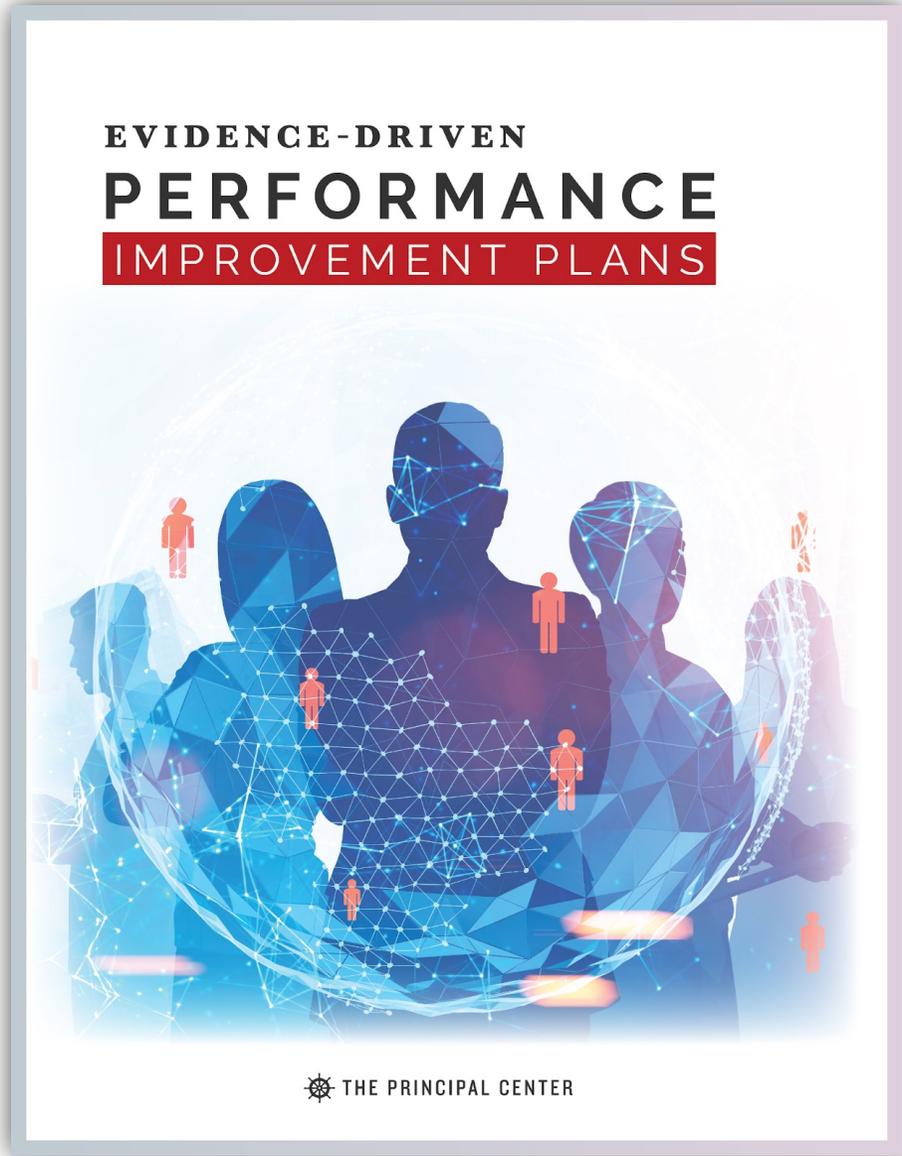
If there's not a skill issue:

- What does the person need to do?
- What does the person need to NOT do?
- What do they need to do more of?
- What do they need to do less of?

Watch & Notice



- What is the nature of the skill/ability issue?
- How are they responding to this directive?
- What am I getting myself into?
- What are the stakes if there's no improvement?



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**PERFORMANCE
IMPROVEMENT PLAN
DECISION TREE**

Welcome to the performance improvement plan

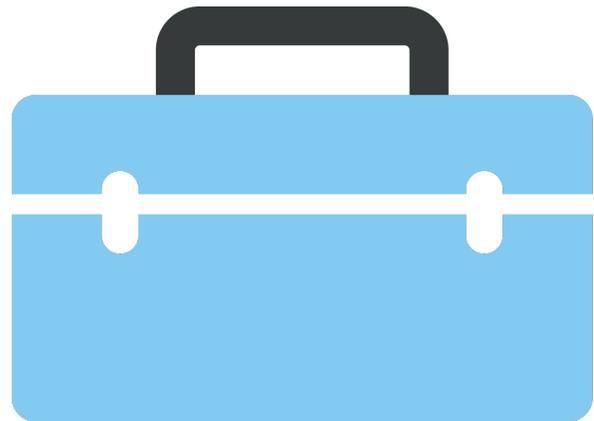
THE PRINCIPAL CENTER

A PIP Template >>

B Begin Decision Tree >>

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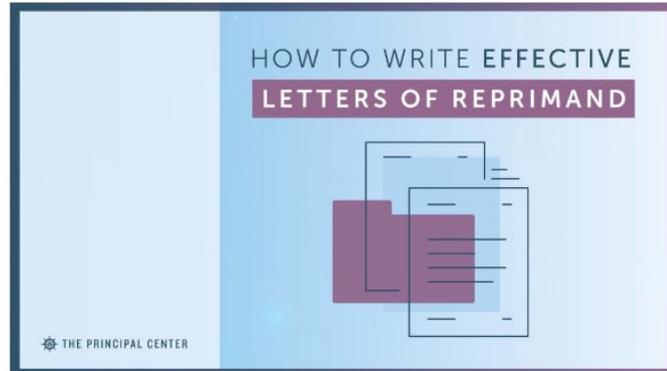




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Overview/Training 

Google Docs Template 



Overview/Training 

Decision Tree 

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