

EPISODE 278

# Acting In Good Faith To Help Teachers Improve



INSTRUCTIONAL  
LEADERSHIP SHOW



# Essential Question



How can I act in good faith to help teachers grow, even if I may ultimately pursue dismissal for a teacher who is not meeting expectations?



# Who Cares If We Don't Act In Good Faith?

- The individual teacher
- Other staff
- Parents
- Teachers' union
- HR & legal
- Your supervisor & superintendent
- Hearing judge



# Signs of Acting In Good Faith



- Honesty with the evidence
- Alignment with evaluation criteria & policy
- Humane treatment of the individual
- Fairness toward all staff
- Reasonable demands & realistic expectations



# Hold The Line

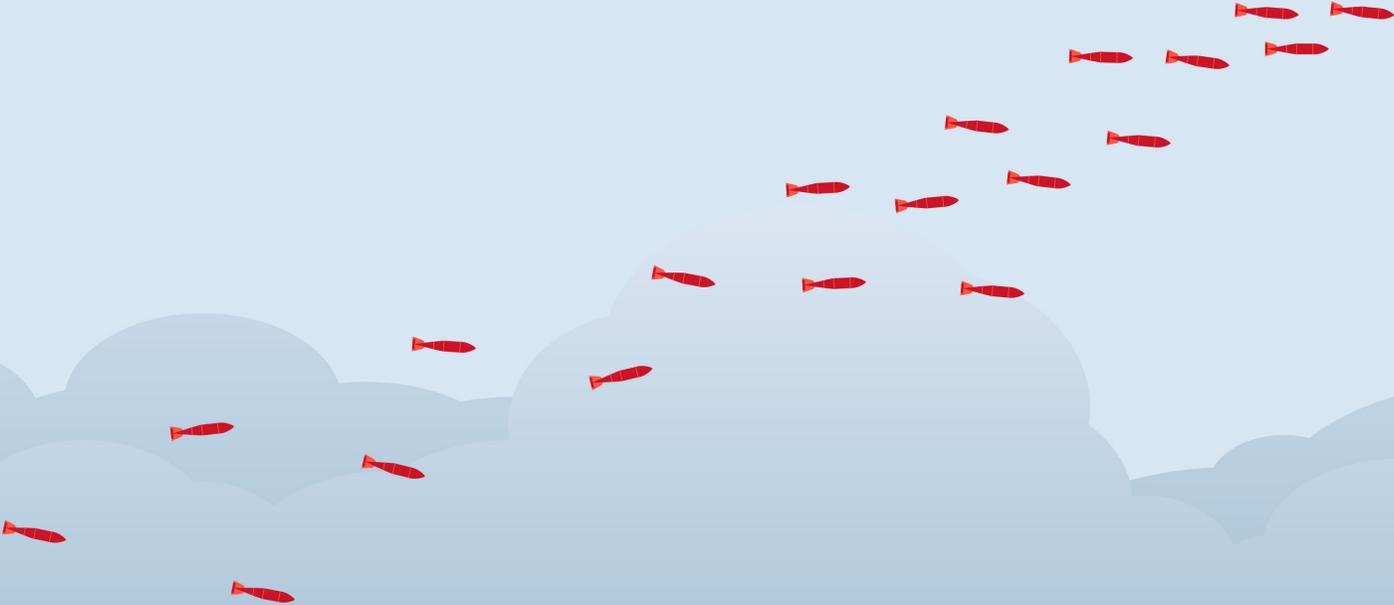
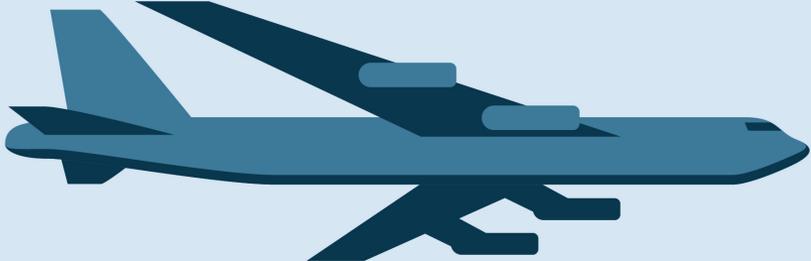


- It may not be “realistic” to expect someone to make massive improvements in a short period of time, but...
- You can still hold people accountable for their performance
- Expectations can be non-negotiable, but...
- The actions you ask people to take must be reasonable

# Clear Signs of Bad Faith

- Retaliation
- Excessive demands
- Unrealistic expectations
- "Carpet bombing" with multiple issues





# “Carpet Bombing”



- Multiple accusations in a short time
- Out of the blue—no prior history
- Unrelated issues seemingly chosen at random
- Sense of desperation to find something that'll stick
- Unclear how to meet expectations

# The Dilemma



When someone is truly falling apart—say, due to cognitive decline or substance abuse—the actions you should take can look like carpet bombing if there are:

- Multiple issues at once
- In several unrelated areas
- Out of the blue—no prior history

# Good Faith



- Document, document, document
- Use the right process for the right issue
- Be thorough—let each process play out
- Be kind & respectful
- Genuinely want people to succeed

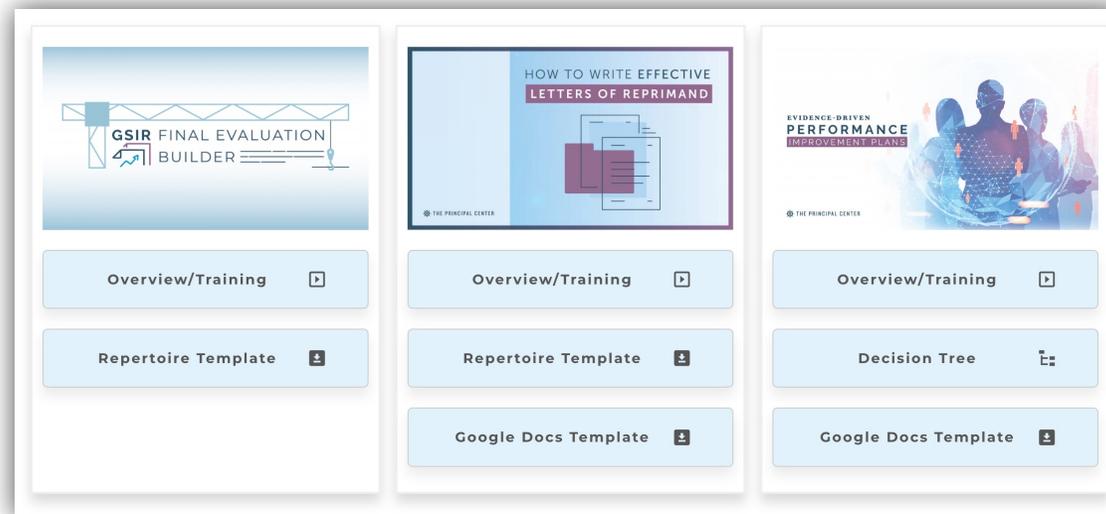
# When People Complain About You



- It's going to happen in tough situations
- If you've acted in good faith, you'll survive
- Complaints will reflect more on the complainer, not you

# Detangling Complex Issues

- PIP—Performance Improvement Plan
- LOR—Letter of Reprimand
- Formal observations & evaluations



[dashboard.principalcenter.com/hr](https://dashboard.principalcenter.com/hr)

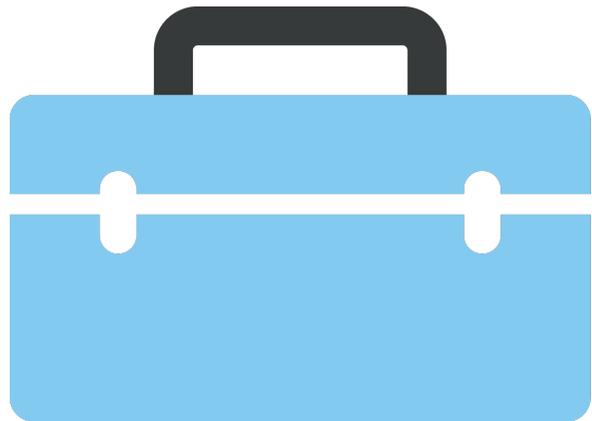


# PIP Decision Tree



[dashboard.principalcenter.com/pip](https://dashboard.principalcenter.com/pip)





*Principal's*  
**HR TOOLKIT**

[Dashboard.PrincipalCenter.com/hr](https://Dashboard.PrincipalCenter.com/hr)



# Let's Talk



[JustinsCalendar.com](http://JustinsCalendar.com)

