

# SPECIAL OBSERVATION STATUS (SOS)

## Overview

Special Observation Status (SOS) is for tenured teachers who are not in their formal observation year. If a principal has concerns about the classroom performance (Domains 2 and 3 only) of a tenured teacher, currently not in their formal observation year, the principal may request that the PAR Panel places the teachers on SOS. If the Panel approves the request, the teacher is still required to write and implement the scheduled Professional Development Plan.

The PAR Panel or PAR Panel sub-committee, as designated by the PAR Panel will review documentation and evidence to support the principal's request. The PAR Panel or designated PAR Panel sub-committee will respond to the request within five working days. If a principal's paperwork is not complete, does not meet the deadline, does not focus on Domains 2 or 3, or the teacher is not provided due process, the request will not be considered. SOS is not subject to appeal.

## Support

If the PAR Panel approves the request for SOS, the teacher and principal will be notified. A Consulting Teacher (CT) will be assigned to provide regular coaching support to the teacher through the end of May. The CT will assess the performance of the teacher and create a support plan that will be written and submitted to the PAR Pair.

## Outcomes

The CT will submit a written statement of the teacher's progress to the PAR Pair by the end of May. The CT may report one of the following:

- a) the teacher's performance is **not meeting standards** in Domain(s) 2 and/or 3
- b) the teacher's performance is **meeting standards** in Domain(s) 2 and/or 3

The PAR Panel will review the CT's reports and the principal's formal observation to make their decision.

- If the formal observation is unsatisfactory and the CT reports the teacher's performance is not meeting standards in Domain(s) 2 and/or 3, the teacher will be rated unsatisfactory and placed in PAR for the next school year.
- If the formal observation is satisfactory and the CT reports the teacher's performance is meeting standards in Domain(s) 2 and/or 3, the teacher will be rated satisfactory and Special Observation Status is ended.
- If there is a discrepancy, the PAR Panel will review documentation. This means the CT and principal will be required to present their respective supporting evidence to defend his/her recommendation.

The PAR Panel will make the final decision regarding the status of the teacher.