

# **PERFORMANCE IMPROVEMENT PLAN (PIP)**

## **What is a PIP?**

- An individualized support plan that is developed in collaboration with a principal and a teacher to address areas of concern related to the contributing factors of a teacher's Multiple Measures Summary (MMS). The MMS includes all of the factors used to calculate an educator's rating.

## **For whom is a PIP designed?**

- Act 82 states that teachers rated as Needs Improvement or Failing are required to participate in a PIP. Decisions about PIP status are based on a teacher's Effectiveness Rating.

## **What are the requirements of a PIP?**

- Designed with the teacher's input
- Addresses the areas of concern
- Makes recommendations for specific professional development
- Identifies the types of data (evidence) that will be collected to determine improvement
- Provides an observation and support schedule
- Explains how intensive supervision will be provided

## **Can a person refuse the support of a PIP?**

- If a teacher meets the requirements (Failing or Needs Improvement Effectiveness Rating) they cannot refuse.

## **Who manages the design and implementation of the PIP?**

- Teachers who receive a PIP may be assigned a Teacher Coach. The coach (if applicable), principal and teacher will write the plan in collaboration. The coach and/or principal will also provide individualized support, create action steps, set measurable goals and work with the teacher to build and enhance skills. The principal will continue to monitor progress through regular informal observations.

## **For how long is the PIP implemented?**

- A PIP is implemented for one rating period. For TPEs this is equivalent to 5 months. For Professional Employees, this is equivalent to 10 months.

## **What are the observation requirements for a teacher on a PIP?**

- The teacher's rating officer completes the amount of formal observations necessitated by that teacher's PGS status.

## **What if a teacher is in their PDP year and they meet the requirements for a PIP?**

- The PIP replaces the Professional Development Plan.
- The teacher is treated as a satisfactory teacher in his/her formal observation year. The teacher will receive two formal observations within the 10-month rating period (one formal observation in the fall and one in the spring at the conclusion of the PIP.)

## **What if someone is rated Unsatisfactory?**

- Teachers who are rated unsatisfactory will still remain in the PAR program. Their Consulting Teacher will work with them on a Performance Improvement Plan.