

3.8 POLICY FOR GROWTH AND IMPROVEMENT OF TEACHERS AND LICENSED EMPLOYEES

As provided in the Scholars Academy “Values of Our Community” and “Vision for our Graduates,” our guiding principle and true measure of success is fostering a learning environment that supports the distinctive intellectual, social, and emotional needs of gifted children. We are dedicated to the development of the whole child and aspire to equip our graduates to be confident by fostering intellectual engagement, social awareness and emotional confidence. The Scholars Academy Board of Directors holds the Executive Director accountable for achieving the commitments in this policy.

The Board expects all teachers and other licensed employees to maintain high levels of performance. If an employee does not meet this standard, the Executive Director and administrative staff shall address any identified performance or other deficiencies through appropriate means, including by placing the employee on an action plan in accordance with applicable law and this policy, or when otherwise deemed appropriate.

Action plans are valuable tools to promote the professional development of teachers and licensed employees. The Board recognizes, however, that not all conduct and performance issues require the development of a plan. The Executive Director is authorized to address inappropriate conduct and/or inadequate performance using such other lawful means, as deemed appropriate. This policy shall not be interpreted to limit in any way the authority of the Executive Director or other supervisory personnel to direct and reprimand teachers or licensed employees for inappropriate conduct or inadequate performance.

The Executive Director shall develop procedures in accordance with state law and this policy as necessary to carry out the Board’s directives.

Evaluations

The Executive Director is authorized to establish procedures for evaluating licensed employees. All teachers and other licensed staff, including administrators, shall be evaluated according to rules and procedures established by the Executive Director and those required by law.

Teacher Evaluations

Instructional staff at Scholars Academy will be evaluated annually in accordance with North Carolina state law, as well as procedures established by Scholars Academy.

Administrative Staff

Each person employed by the Scholars Academy as an assistant director (or similar title) shall be evaluated in accordance with law. As part of the annual evaluation, a mid-year review is to be conducted.

Other Employees

All other employees employed by Scholars Academy shall be evaluated annually in accordance with standards and procedures applicable to their positions.

Professional Development Plans

On an annual basis, staff shall develop a professional development plan. Procedures for the professional development plan, including monitoring and completion will be established by the Executive Director.

Employees Engaging in Inappropriate Conduct or Performance

It is the expectation of the Board that inappropriate conduct and conduct that causes substantial harm to the educational environment will be addressed immediately by the Executive Director through appropriate directives and/or reprimands or recommendations for immediate disciplinary action. In addition, the Executive Director may recommend that an employee be placed immediately on an Action Plan if the employee engages in inappropriate conduct or performs inadequately to such a degree that the conduct or performance causes substantial harm to the educational environment, but immediate dismissal or demotion of the employee is not appropriate. The Executive Director must document the exigent reason for immediately instituting such a plan.

Optional Action Plans for Other Licensed Employees

Unless the Executive Director recommends dismissal, demotion, or nonrenewal, the Executive Director or designee may develop and implement an Action Plan for any licensed employee not covered above. Procedures for the action plan, including monitoring and completion will be established by the Executive Director.

Adopted: July 29, 2016