



MASSACHUSETTS SCHOOL
ADMINISTRATORS' ASSOCIATION



A two-day MSAA Professional Development Workshop for: PreK to 12 Administrators

How to Supervise and Evaluate the Unsatisfactory and Needs Improvement Teacher



**Featuring Ribas Associates Presenter:
Dr. Paul Ash**

**Friday, November 16, 2018
and Thursday, January 3, 2019**
at the MSAA Office, Franklin

Sign-In: 8:00am-8:30am
Workshop: 8:30am-3:00pm

PD Hours: 12
Content Area: *Leadership and Administration*

Fees: Member \$390 / Non-Member \$520

MSAA Contact: pd@msaa.net

Supervising an underperforming teacher is one of the most difficult challenges for any school administrator. As you embark on the teacher improvement or removal process, you will encounter complex educational, legal, political, and socio-emotional issues. In this workshop, you will learn specific, and practical strategies that are fair, legal, and most likely to improve the teacher's performance or voluntary departure if sufficient growth is not attained.

By the end of the workshop, you will learn:

- Common strategies to improve underperforming teachers.
- Pertinent state laws and regulations, including due process, harassment laws, insubordination, conduct unbecoming a teacher, incompetency, and failure to meet performance standards.
- How to write an effective improvement plan.
- How to observe, verify, document, and record direct and indirect data.
- How to effectively implement your district's supervision and evaluation system.
- How to implement and document the steps of progressive discipline.
- How to work effectively with the local teachers' association.

All participants receive a free copy of the book *The Educational, Legal, and Social and Emotional Components of Supervision and Evaluation*.

Dr. Paul Ash retired as the Superintendent of Schools in Lexington, Massachusetts after 10 years. During his 42-year career, Dr. Ash has held a wide range of school leadership roles, including Superintendent of Schools, Westwood, MA; Assistant Superintendent for Personnel, Finance, and Administration, Wellesley, MA, and Chair of the Legislation Committee, Massachusetts Association of School Superintendents.

Register online at www.msaa.net

LEADERSHIP MATTERS



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