Section 50.50 Unsatisfactory Evaluations - Districts With a Population of 500,000 or Fewer

a) The Plan shall provide, within 30 calendar days after an evaluation has been reduced to writing resulting in a rating of unsatisfactory, for the development and initiation by the district of a remediation plan designed to correct the areas identified as unsatisfactory, provided the deficiencies are deemed remediable.

The remediation plan shall provide for quarterly evaluations and ratings to occur once every 30 school days during the year immediately following the teacher’s receipt of a remediation plan based upon an unsatisfactory evaluation remediation period.

The quarterly evaluations and ratings shall be conducted by a qualified administrator.

A) When a quarterly evaluation schedule requires an evaluation after the close of the school year, but on or before July 15, such evaluation shall be scheduled to occur no later than two weeks prior to the close of the preceding school year.

B) When a quarterly evaluation schedule requires an evaluation after the close of the school year, but after July 15, such evaluation shall be scheduled to occur not later than two weeks after students’ attendance commences in the following school year.

C) Failure to strictly comply with the timelines for the required quarterly evaluations because of illness or certain leaves granted teachers under a remediation plan, for example, shall not invalidate the results of the remediation plan.

The qualified administrator shall issue the fourth and final evaluation within ten days after the conclusion of the year specified in subsection (a)(2) of this Section remediation period.

THE REMEDIATION PLAN SHALL PROVIDE REINSTATEMENT TO A SCHEDULE OF BIENNIAL EVALUATIONS FOR ANY
b) Participants in the remediation plan shall include the teacher deemed unsatisfactory, a qualified administrator, and a consulting teacher. The remediation plan may include the participation of other personnel to assist in correcting areas identified as unsatisfactory.

1) The participation of the consulting teacher shall be voluntary.

2) The qualified consulting teacher shall be one who has received a rating of excellent on his or her most recent evaluation, has a minimum of five years' experience in teaching, and has knowledge relevant to the assignment of the teacher under remediation.

3) The consulting teacher shall be chosen from a list developed by the district or, in districts with an exclusive bargaining agent, the bargaining agent may, if it chooses, supply a roster of at least 5 qualified teachers from which the consulting teacher is to be selected, or the names of all teachers so qualified if that number is less than 5. The participating administrator or principal of the teacher who was rated "unsatisfactory" shall select the consulting teacher.

4) Where no consulting teacher is available in a district, the district shall request the State Board of Education to provide a consulting teacher. The State Board of Education shall thereupon provide a consulting teacher who meets the requirements of subsection (b)(2) of this Section. The State Board of Education shall compensate any consulting teacher provided to a school district under this subsection (b)(4).
5) If the consulting teacher becomes unavailable during the course of a remediation plan, a new consulting teacher shall be selected in the same manner as the initial consulting teacher. The remediation plan shall be amended as necessary upon consultation with the new consulting teacher for the balance of the remediation period.

6) The consulting teacher shall provide advice to the teacher rated as unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan.

7) The consulting teacher shall not participate in any of the required quarterly evaluations, nor be engaged to evaluate the performance of the teacher under remediation, unless a collective bargaining agreement provides otherwise.

8) The consulting teacher shall be informed, through three quarterly conferences with the qualified administrator and the teacher under remediation, of the results of the first three quarterly periodic evaluations conducted pursuant to subsection (a)(2) of this Section in order to continue to provide assistance to the teacher under a remediation plan.

c) The Plan shall provide that any teacher who fails to complete his or her remediation plan with a satisfactory or better rating shall be dismissed in accordance with Section 24-12 of the School Code [105 ILCS 5/24-12].

(Source: Amended at __ Ill. Reg. ____, effective __________)