**Self-Reflection**

Identify two teachers in your building—one “high-flyer” that you want to ensure stays at your school and one teacher who is not meeting expectations and in need of strategic intervention. Consider what evidence you will use to identify those teachers and how you will intervene to retain, develop, or terminate those teachers.

**For the high-performing teacher...**

|  |  |  |
| --- | --- | --- |
| **What data did you use to identify this teacher?** | **What are the teacher’s specific strengths? What data did you use to identify those strengths?** | **Based on that evidence, how will you intervene to retain the teacher? (e.g., professional development, leadership opportunities, recognition)** |
|  |  |  |

**For the struggling teacher...**

|  |  |  |  |
| --- | --- | --- | --- |
| **What data did you use to identify this teacher?** | **I what areas does this teacher struggle? What evidence did you use to identify those areas?** | **Based on that evidence, how will you intervene to develop the teacher?** | **What information would you use to determine whether non-renewal or termination is appropriate for this teacher?** |
|  |  |  |  |