

REPLACEMENT POLICY - VOL. 26, NO. 1

STAFF REDUCTIONS/RECALLS

Teacher and school administrator layoff and recall decisions shall be made based on the goal of retaining effective teachers within the Vicksburg Community Schools. Therefore, when conducting a staffing or program reduction, recalling from a staffing or program reduction, making any other personnel decision resulting in the elimination of a position, hiring after a staffing or program reduction, or making any other personnel determination related to such decisions, the Board of Education of the Vicksburg Community Schools, directs the Superintendent and administrative staff to ensure that all such decisions are based on the retention of effective teachers and administrators.

All criteria used when making decisions relating to personnel reduction of teachers and administrators shall be construed and applied in a manner consistent with section 1248 of the Michigan Revised School Code, as it may be amended from time to time.

The Board, the District, the Superintendent, and each member of the administrative staff shall not make personnel decisions involving teachers and administrators within the scope of this policy, using length of service or tenure status as the primary or determining factors, except only in the limited circumstances stated within this policy and its implementing regulations.

The development and content of policies, standards and procedures relating to decisions concerning the layoff and recall of teachers and administrators shall not be the subject of any terms and conditions within a collective bargaining agreement between the District and a collective bargaining agreement of the teachers (or school administrators, if applicable) who are covered by this policy.

For purposes of this policy, “teachers” include individuals whose employment is regulated by the Tenure Act, individuals with teaching certificates (as defined by the Teacher Certification Code) who are assigned to positions within the District for which the Michigan Department of Education (MDE) requires a teaching certificate. Individuals who may possess a teaching certificate, but are assigned to a position for which such a certificate is not required, are not subject to this policy or its implementing regulations (e.g., school social workers, school psychologists, school nurses, occupational therapists, etc.).

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For purposes of this policy, “administrators” include administrators with instructional responsibilities who have acquired tenure within the District or are serving a probationary period under the Tenure Act.

The effectiveness of teachers shall be measured in accordance with the District's performance evaluation system developed under Section 1249 of the School Code, and the personnel decisions shall be based on the following factors:

- A. Individual performance shall be the majority factor in making the decision, and shall consist of but is not limited to all of the following:
 - 1. Evidence of student growth, which shall be the predominant factor in assessing an employee's individual performance.
 - 2. The teacher's demonstrated pedagogical skills, including at least a special determination concerning the teacher's knowledge of his or her subject area and the ability to impart that knowledge through planning, delivering rigorous content, checking for and building higher-level understanding, differentiating, and managing a classroom; and consistent preparation to maximize instructional time.
 - 3. The teacher's management of the classroom, manner and efficacy of disciplining students, rapport with parents and other teachers, and ability to withstand the strain of teaching.
 - 4. The teacher's attendance and disciplinary record, if any.

- B. Significant, relevant accomplishments and contributions. This factor shall be based on whether the individual contributes to the overall performance of the school by making clear, significant, relevant contributions above the normal expectations for an individual in his or her peer group and having demonstrated a record of exceptional performance.
- C. Relevant special training. This factor shall be based on completion of relevant training other than the professional development or continuing education that is required by the employer or by state law, and integration of that training into instruction in a meaningful way.

Teachers rated as Ineffective on their year-end final evaluation shall not be given preference over a teacher who is evaluated as Minimally Effective, Effective, or Highly Effective. [In rare cases, with the written approval and rationale of the Superintendent, an ineffective teacher may be retained due to unique certification and/or highly qualified status.]

Teachers rated as Minimally Effective on their year-end final evaluation shall not be given preference over a teacher who is evaluated as Effective or Highly Effective, provided that there are teachers certified and highly qualified to perform the remaining work, without creating an undue disruption to other teaching assignments or educational continuity, in the opinion of the Superintendent or designee.

Probationary teachers rated as Effective or Highly Effective shall not be displaced by a teacher on continuing tenure solely because the other teacher has continuing tenure.

In the event that a personnel decision within the scope of this policy involves two or more teachers, and all of the above factors, as well as any other job related factors identified by the Superintendent or designee are equal, then length of service or tenure status may be considered as the final tiebreaker.

Administrator effectiveness shall be measured by the performance evaluation system established by the District.

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Sources: Public Act 102 of 2011 / Section 380.1248 of the Revised School Code;
Public Act 103 of 2011/Section 423.215(3)(k).

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