

# PERFORMANCE IMPROVEMENT PLAN

---

**\*Only required if Superintendent received final rating of Minimally Effective or Ineffective.**

If the Superintendent receives a final rating of minimally effective or ineffective, the Board must develop and require the Superintendent to implement a Performance Improvement Plan to correct the deficiencies. The improvement plan must “recommend professional development opportunities and other actions designed to improve the rating of the [Superintendent] on his or her next annual evaluation.” MCL 380.1249b(1)(h).

1. To develop a Performance Improvement Plan, we suggest the Board first look at the specific components in which the Superintendent received ineffective or minimally effective ratings.

**Below, circle the components in which the Superintendent was rated ineffective or minimally effective:**

- |  |                                  |
|--|----------------------------------|
| 1) Visionary Leadership                  | 5) Organizational Management     |
| 2) Policy and Governance                 | 6) Professionalism and Ethics    |
| 3) Instructional Leadership              | 7) Statutory Factors (Optional)  |
| 4) Communication and Community Relations | 8) Student Growth and Assessment |

2. Develop goals for the Superintendent, focusing on those components in which the Superintendent received ratings of ineffective or minimally effective. It may be helpful to refer to the characteristics of a highly effective Superintendent when developing goals.

**Performance Improvement Goals:**

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_
- 6) \_\_\_\_\_

3. The law requires the Performance Improvement Plan to recommend professional development opportunities and other actions to improve the rating of the Superintendent on his or her next annual evaluation. We recommend the Board work in collaboration with the Superintendent to determine appropriate professional development opportunities or other actions that should be taken.

**Recommended Professional Development Opportunities and Other Actions:**

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_
- 6) \_\_\_\_\_