

Contract renewal and non-renewal

Law



Contract Renewal and Non-Renewal

The federal government mandates school principals to ensure student learning on standardized assessments. As such, principals face the challenge of determining which teachers get contracts in such environment and subsequently recommend contract renewal or non-renewal for teachers. Actually, non-renewal only happens upon establishment of a good cause. Accordingly, Texas Education Agency sets out the types of contracts as well as the reasons for renewal or non-renewal of distinct contracts. Ethical violations, poor mode of giving instruction, incompetence, poor performance, and continued absenteeism are some of the reasons that can lead to nonrenewal of a contract (Baskin Web). In this case, the principal is equally responsible for doing his job that includes making a review on the success of the three contracts in place and come up with necessary recommendations. In reviewing domain 1, there is active and successful student participation and thus no reason for nonrenewal. However, the lack of evidence of improvement challenges the expectation for better performance. Since, ethical violations and incompetence comes before poor performance in deciding whether to renew a contract under TEA, I will recommend the board to vote on this contract to decide whether to renew it or not for the next school year. In reviewing domain 2, there is adequate delivery of instruction as recommended by the TEA and subsequent level of improvement is present. I will therefore, recommend for the renewal of this contract for the next school year with a hope that more improvement will follow. In reviewing domain 3, I find that adequate competence is in place as shown in professional development that results to moderate improvement. As a result, I would recommend for the renewal of the contract for the next school year

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as their no reason for nonrenewal. Indeed, domain 3 satisfies the terms and expectations of the TEA ((Baskin Web).

Works Cited

Baskin, Joy. Firing Underperforming Employees. Web 28, September 2012. <
http://www.tasbrmf.org/training/conference/documents/2010conference_handouts/firing_underperformi1.pdf >