

Anecdotal Information and Facts Surrounding the Case

The school consists of, mostly, young and inexperienced faculty. Many of the faculty in the school have been teaching for five years or less, while only a handful of teachers have 15 or more years of experience. The school has a high population of English Learners, which makes having the EL license endorsement almost a necessity for employment in the building. There are a total of 18 classroom teachers in the school: one Prek teacher, two Special Education teachers, and three teachers for each grade level (K-4). You must choose two non-renewals from your non-tenured faculty, which means the teachers selected will not be automatically placed somewhere else and will need to search and interview for a new position at a school that is hiring. Listed below are the nine teachers eligible for displacement and descriptors for each teacher. The Level of Effectiveness (LOE) score is the summative evaluation score for the year and is reported on a scale of 1-5, with 1 being significantly below expectations, 2 at expectations, and 5 significantly above expectations.

1. Christy Roler

- a. EL certified
- b. 3rd year teaching
- c. Teach for America alum
- d. Christy is an energetic teacher who is very passionate about her students. She has a laser focus on equity for all students.
- e. LOE score: 4.2

2. John Stevenson

- a. EL certified
- b. 3rd year teaching
- c. Teach for America alum
- d. John has a lot of potential. You see it in him in the classroom every day as he is not afraid to take instructional risks to improve his practice. He is very coachable.
- e. LOE score: 3.3

3. Robin Smart

- a. Not EL certified
- b. 1st year teaching
- c. You don't know a lot about Robin since this is her first year teaching and she is being considered for displacement one month into the school year. She is a very nice person, seems like a team player, and is very eager to learn and be coached.
- d. No LOE score

4. Jennifer Macklin

- a. EL certified
- b. 6th year teaching
- c. Jennifer is a pretty solid teacher. She's not knocking it out of the park, but she's not struggling, either.
- d. LOE score: 3.1

5. Emily Pennington

- a. EL certified
- b. 4th year teaching
- c. Teach for America alum
- d. 1st grade team leader
- e. Emily is a dynamic teacher and leader. She is high energy, very focused on students, and has high expectations.
- f. Emily abruptly resigned from her last school before winter break and then was hired at your school the following semester. This placed a bad taste in the mouths of HR representatives.
- g. LOE score: 4.6

6. Lynn Peterson

- a. Not EL certified
- b. 27th year teaching, but 2nd year in Tennessee. Because all of her years are out of state, she does not have tenure and is eligible for displacement.
- c. Lynn is single and supporting her sister by paying all of her bills, rent, car note, etc. She is in debt and living paycheck to paycheck. She does not have an emergency fund and will likely go to bankruptcy if she is not employed. It will be difficult for her to find a new school given her lack of local connections and quiet demeanor.
- d. Her instruction is low-energy, very dated, and not always aligned to grade level standards and rigor.
- e. LOE score: 2.1

7. Kirk Montgomery

- a. EL certified
- b. 4th year teaching
- c. 2nd grade team leader
- d. Kirk is a solid teacher and leader. He is probably one of the best teachers in the school and is eager to be coached and improve his practice.
- e. LOE score: 4.6

8. Kyle Anderson

- a. EL Certified
- b. 3rd year teaching
- c. Teach for America alum
- d. Kyle is a high-energy, creative teacher. His classroom is like a 3-act-play, and his children absolutely love being in his room. He has some room for instructional improvement, but is very coachable.
- e. Two times last school year, Kyle had to take a leave of absence for mental health concerns.
- f. LOE score: 3.9

9. Susan Parks

- a. Not EL certified

- b. 4th year teaching
- c. 3rd grade team leader
- d. Susan is a solid teacher – she definitely has “rock star” potential. While she has been teaching for four years, there are still some areas she could improve in her instruction. She does appear coachable, but at times has some low-level conflict or pushback on new ideas.
- e. LOE score: 3.9

