Date April 8, 2012

Journal Entry # 5 Dowdy Week 5

Issue Addressed: Non-renewal

Principal Standards III b, IV b & c

**What I Observed/Learned**

Because I work part-time, I am able to come in on a different day and focus strictly on my internship. Although I find I have a lot of embedded admin. experiences in my counselor role, it is nice to focus solely on admin. during this time. My principal and I did a lot of talking this week. He shared with me on-going personnel issue with staff, one of which is he is non-renewing a teacher. This non-renewal did not come as a shock to me, as I know this teacher was walking on thin ice last year. I remember thinking I would have sent this person packing last year. This teacher is tyrant like, and I would never want my own children in their class. Although this teacher has some good ideas and is a decent instructor, the lack of a relationship with the kids, and miss-treatment of them, makes me think this teacher is in the wrong field. I really think this teacher is in teaching so they can boss kids around. Needless to say, on the human side of this, this person is the bread winner of the family, has three kids already, and one on the way. The spouse does not work. I asked my principal if it was hard to let someone go, knowing their family situation. I know that was really a rhetorical question, but I just wanted to know what my principal’s thoughts were. Of course he said it was hard, but it had to be done; it was what is best for kids. This led us to a long discussion of knowing how to decide whether a teacher just needs coaching/remediation, or if teaching is just not their calling. I felt this teacher should have been non-renewed last year, but I think my principal wanted to give them another chance to see if it was fixable. He admitted it was a bad hiring choice, but now he has made, what I feel, to be the right choice by letting the teacher go.

**How will this Impact my Leadership?**

This was just a reality check for me about some of the challenges administrators face. I am still torn if I would have given this teacher another year to improve or not, but I know I need to base my decision on what is best for kids, district policies, and most importantly to me, if I would I want this person to teach my own kids: The answer in this case is no. Tough decisions regarding teacher’s renewal need to be made, no matter how hard it is to do.

**Critical Issues:**

Non-renewal of a teacher can be tough for all involved, but it must be done if the teacher is harmful / ineffective

High expectations for staff