

Managing Marginal or Incompetent Staff

A Practical Guide



Dr. Jo Campbell

Managing Marginal Or Incompetent Staff A Practical Guide

H Kauffman



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Managing Marginal Or Incompetent Staff Jo Campbell, 2006 An experienced administrator explains how to deal with underperforming or incompetent staff and provides detailed memos forms and procedures consistent with due process and just cause Relevant for public service administrators principals and superintendents it is also valued by those in business

The Incompetent Teacher Edwin M. Bridges, 2013-10-28 A revised edition of this book on teacher incompetence which using research information offers an analysis of the types of administrative response tolerance of poor performance salvage attempts and induced exits

How to Handle Staff Misconduct C. Edward Lawrence, Myra K. Vachon, 2003-01-06 Updated Edition of Bestseller How to Handle Staff Misconduct has simplified the process with its step by step format and has removed a lot of the emotions that have previously gone into addressing staff misconduct issues I ve had occasions to put the steps into play and have found them to be logical and straightforward Anne Hutcheson Director of Special Education and Pupil Personnel Bellefonte Area School District Pennsylvania Lawrence and Vachon did an outstanding job of writing guidelines that deal with the core aspects of supervision and documentation without becoming embroiled in state law issues and differences I wish that I had this book as a guideline when I became a principal I would have used it to train new hires on my administrative team Mary A King Director of High School Services Texas Association of Secondary School Principals What administrators must know about staff misbehavior and the steps to correct it Ever changing laws regarding sexual harassment teacher accountability and safety in the workplace combined with increasingly complex union contracts have made the handling of staff misconduct a veritable minefield for novice and experienced administrators alike Fortunately this expanded and updated second edition of an indispensable resource will clarify all of the steps principals must take to ensure that their schools are run according to the policies and laws that govern them In clearly delineated sections How to Handle Staff Misconduct Second Edition offers strategies that include managing excessive tardiness insubordination misconduct requiring suspension and even criminal behaviors Each section includes an outline of principal responsibilities and common errors that can interfere with a successful intervention In addition the authors demonstrate How to use progressive discipline to fairly correct unwanted behaviors How to set up a school level misconduct meeting Why just cause is a key defense against legal backlash How due process can avoid technical errors during a disciplinary action Why privacy is paramount Covering everything from the first day of school to the first sign of an infraction this book guides administrators through all phases of investigation and documentation and remains an essential resource for any principal or supervisor trying to keep students and staff focused on education

Managing the Marginal and Unsatisfactory Performer Lawrence L. Steinmetz, 1969

Armstrong's Handbook of Performance Management Michael Armstrong, 2014-11-03 Managing staff performance is an effective mechanism for developing both staff and organizational growth By clarifying an organization s objectives translating these into clear individual goals and reviewing these goals regularly performance management provides a well structured

and effective management tool In the completely updated fifth edition of Armstrong s Handbook of Performance Management Michael Armstrong considers the latest developments in this area and how these can be applied to managing staff for increased performance The new edition includes guidance on 360 degree feedback and the results of a far reaching e reward survey of performance management practices in 156 organizations Ideal for practitioners and students alike Armstrong s Handbook of Performance Management is aligned to the CIPD standards for Performance Management and so is ideal for those working towards the intermediate and advanced level qualifications It remains the most authoritative and engaging textbook on performance management Online supporting resources include lecture slides a glossary of terms and a literature review

Instructional Supervision Sally J. Zepeda, 2016-08-12 This essential text for prospective school leaders enrolled in instructional supervision and evaluation courses provides the knowledge and practical tools to improve teacher effectiveness Melding theory and practice this book is a definitive guide to successful classroom observations pre and post observation conferences and approaches such as action research peer coaching and mentoring The fourth edition of this text has been thoroughly updated to meet the needs of school leaders in today s educational climate Features new to this edition include Additional and updated tools to support school leaders in conducting effective classroom observations and assessing teachers professional learning needs New case studies suggested fieldwork and extended reflections to outline practical applications for the strategies discussed Suggested readings to supplement the information included in this book Expanded discussions of professional learning communities and the topic of motivation New chapters on teacher evaluation and instructional strategies that support personalization and learning technologies This book offers strategies to work with teachers at all stages in their careers laying a strong foundation for effective instructional supervision in PreK 12 schools Many of the templates and tools in this book are also available as free eResource downloads from our website www.routledge.com

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Managing and Coordinating Nursing Care Janice Rider Ellis, Celia Love

Hartley,2009 This introductory management text is designed to teach nursing students to apply effective decision making leadership delegation prioritisation and patient management skills to real world practice situations Books in Print Supplement ,1984 *The New School Leader for the 21st Century* Edward H. Seifert,James A. Vornberg,2002-10-16 Veteran educators Seifert and Vornberg utilize the six standards created by the Interstate School Leaders Consortium ISLLIC and used in developing and redesigning preparation programs and state certification examinations to discuss those issues faced by practicing elementary and secondary school principals Each chapter begins with a short case study emanating from a fictitious school district and culminates with student activities that address the concepts discussed in the chapter Questions and activities follow and provide the reader with an opportunity to apply the concepts discussed This design makes it an ideal text for use with principal certification programs offered by higher education units and other alternative certification programs The practice of the principalship is viewed by the authors as a systematic process that addresses the operation of a school as a set of interrelated parts and skills that work together to create a self correcting model of student learning teaching and stakeholder participation An instructor s manual is available as a separate publication The Publishers' Trade List Annual ,1985 **Lawyer Hiring & Training Report** ,1988 Current Index to Journals in Education ,2001 Sociology Donald Light,Suzanne Infeld Keller,Craig J. Calhoun,1989 **Labor Policy and Practice** ,1955 El-Hi Textbooks & Serials in Print ,2000 ,2000 Английский язык для специалистов по социальной работе. Учебник и практикум для СПО Юлия Кузьменкова,Анна Жаворонкова,2016-07-05

Reviewing **Managing Marginal Or Incompetent Staff A Practical Guide**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Managing Marginal Or Incompetent Staff A Practical Guide**," an enthralling opus penned by a very acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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