***Re-recruiting Conversation: Mr. Jackson is a “high performing” teacher***

*Hello Mr. Jackson. I know your time is valuable but I wanted to talk with you briefly about your performance. Our school has focused on improving the achievement levels of all of our students and you have been a large part of that effort. You are a high performing member of our staff.*

*Your students excelled this year on the end of year achievement tests. I know you are proud of the accomplishments of your students. Your instructional plans and the successful implementation of those plans produced high student achievement results. In every observation, I saw you engaging students in learning by using formative assessments to show students’ progress and the learning gaps present. Your work and dedication to your students are always apparent in your actions in and out of class. You also volunteered to work with our two new teachers and your coaching and support made a difference in their success. You are such an important member of our team, and I thank you for being a teacher leader. I appreciate you. What can I do to help you continue to make a difference with students? I want to do what you need me to do to continue to make your job worthwhile and productive.*

***Your Turn to Practice: Ms. Simmons is a “high performing” teacher***

*Ms. Simmons is a first year teacher who is enthusiastic and enjoys teaching based on your informal and the two formal observations. Her lesson plans are detailed and are the plans she executes in the classroom. You have seen her adjust when formative assessments indicated students were not ready to move to the next concept. She is very agile in her ability to seamlessly transition students from one topic to another. Successfully working with two team members, five students were identified as in need of more intensive assistance. The three teachers created a system for working with those students to help make up for some academic deficiencies. Four of the five students are back on track and the fifth student is making great progress.*

*You have scheduled an appointment with Ms. Simmons to discuss her performance. Outline the discussion you will have with Ms. Simmons and practice this re-recruiting conversation with a partner.*

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| **High Performer Model** | **Discussion Notes / Observer Notes** |
| **Re-recruit:** Articulate their specific value or exemplary work |  |
| **Inform:** Tell them where the organization/department is going |  |
| **Thank:** Thank them for their contribution |  |
| **Ask:** Ask what they need to be a long-term employee/ what you can do for them |  |
| **Coach:** Encourage the individual to take on new responsibilities or reach new levels of performance |  |