

STUDENT TEACHING INTERVENTION and REMOVAL PROCEDURES

Procedures for Issues with a Teacher Candidate's Classroom and/or Professional Performance

Students should read and fully understand the policies and responsibilities regarding clinical practice as described and agree to any and all provisions as outlined in the:

- [Nebraska Department of Education Standards of Conduct and Ethics](#)
- [University of Nebraska Student Code of Conduct](#)
- [Teacher Education Handbook](#)
- Student Teaching Handbook

I. Verbal Intervention

- a. The cooperating teacher and university supervisor shall verbally inform the teacher candidate of any unsatisfactory performance.
- b. A meeting will be held with the teacher candidate, cooperating teacher, and supervisor to discuss suggested improvements based on cooperating teacher feedback on prior performance and supervisor observations. The supervisor will document the meeting and may provide written notes from this meeting to the teacher candidate outlining the improvement suggestions.

II. Written Intervention

- a. When it is evident that a teacher candidate does not follow through with prescribed verbal suggestions for improvement, a formal **Growth Plan** shall be initiated by the university supervisor and cooperating teacher and a copy of the plan shall be sent to the Director of Field Experiences.
- b. The Growth Plan shall be provided to the teacher candidate during a three-way conference including the teacher candidate, the cooperating teacher, and the university supervisor.

III. Removal

a. UNK Removal

- i. During the period specified for demonstrated growth by the teacher candidate, if improvement has not been demonstrated, then agreement will be made between the cooperating teacher, university supervisor, and the Director of Field Experiences for the removal of the teacher candidate using the following procedure:
 1. If feasible, a meeting for the purpose of the teacher candidate removal will be held at the cooperating school site with the cooperating teacher, university supervisor, and Director of Field Experiences in attendance.
 2. The Director of Field Experiences will provide verbal and written notification to the teacher candidate of the decision.

b. School Administration Removal

- i. The principal or superintendent has the right to terminate the teacher candidate's placement immediately if the teacher candidate is judged harmful or detrimental to the welfare or educational experiences of students and/or faculty. This includes unprofessional behavior, continuous ineffective teaching, or violating school policy.
- ii. In this case, there will not be "the period specified for demonstrated growth."