

Example 7:

An Accountability Agreement for a Secondary School Teacher

Business Focus Statement

Provide quality education in my classroom in a way that:

- Engages my students in a stimulating, dynamic, shared learning environment.
- Respects the dignity and self-worth of everyone in the classroom.
- Upholds learning expectations as outlined by the Department of Education.
- Engages parents, students, and teachers to work together as partners.

Accountabilities

I am personally accountable for:

- A safe learning environment which is creative, dynamic, and conducive to learning.
- A classroom which is passionate and energized.
- Ensuring individual learning by matching learning style with available resources.
- Recognizing and building on the strengths of students and parents.
- Ensuring that my behaviour is a reflection of my core values (honesty, accountability, choice, respect for differences, and excitement for learning).
- Ensuring fair consequences for inappropriate behaviour.
- Meeting and exceeding the basic education and contractual obligations as set out by the department and our professional association.
- Staying informed on issues and resources that may affect my classroom.
- My physical, psychological, and spiritual health.

Supports

- Trust from my principal, and time to solicit feedback.
- Scheduled opportunities to share challenges, needs, and experiences with colleagues.
- Understanding when I say “no” to activities not directly related to my accountabilities (from my principal, peers, students, and parents).
- Parents who will respect my initiatives and communicate honestly when they do not agree.

Measures

- Quality of contact with students: conversation, observation, verbal and non-verbal feedback.
- Test scores, assignment completions, attendance.
- Energy level in the classroom.
- Feedback from peers, administrators, and parents.

- Personal, subjective evaluation (e.g. Am I having fun in the classroom? How is my own personal level of motivation and energy? Do I sleep well?).

Goals

- Discuss my Accountability Agreement in an age-appropriate way with my students during the first week of class.
- Assess the individual needs of each student and develop individual “learning contracts” within the first three months.
- Discuss my accountabilities with each parent when I meet with them during the first round of parent-teacher interviews.
- Develop a better support system for myself outside the classroom by planning two outings a month with friends or colleagues.

Consequences

- Parents will be more aware of what I am accountable for as a teacher, what their children are accountable for as students, and what they are accountable for in the learning process.
- Students will be more aware of their roles and accountabilities.
- I will experience greater personal satisfaction.
- I will benefit from increased peer support.
- I will have the opportunity to attend one additional conference outside our school division in the last half of the year.

Evergreen Plan

- Review my Accountability Agreement personally every week.
- Review my Accountability Agreement with parents during parent-teacher interviews.
- Discuss this tool with my colleagues.
- Solicit feedback from my principal on an ongoing basis.
- Invite parents to give me ongoing feedback on my accountabilities.