

**AGENDA REQUEST FORM
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**

Meeting Date 6/24/2014	Open Agenda ___ Yes <u>x</u> No	Special Order Request ___ Yes <u>x</u> No	Agenda Item Number I-8
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TITLE: Administrative Complaint- CM	
REQUESTED ACTION: Receive the Administrative Complaint submitted by The Superintendent to immediately suspend without pay Christopher Marshall pending the termination of Mr. Marshall's Professional Service Contract.	
SUMMARY EXPLANATION AND BACKGROUND: Mr. Christopher Marshall, a Professional Service Contract teacher, is being recommended for suspension without pay pending termination of employment in accordance with Florida Statutes 1001.51, 1012.27(5), 1012.33, and 1012.34. Performance concerns began in 2001 as an educator at Hollywood Hills High School. Mr. Marshall resisted placement on a Performance Development Plan (PDP) and was transferred to Flanagan High School to provide an opportunity at a different setting. At Flanagan High, performance concerns continued leading to placement on several cycles of Professional Development Plans in 2006 and 2007 which resulted in a satisfactory evaluation. Mr. Marshall transferred to McArthur High School in 2007. Performance concerns continued throughout 2010-2013 resulting in disciplinary action. In 2013-2014, Mr. Marshall was placed on a ninety (90) day probationary period to formally assess and evaluate his performance in compliance with The School Board of Broward County, Florida and the Broward Teachers Union Collective Bargaining Agreement. He willfully refused to participate in strategies to improve his practice detailed in his Professional Development Plan (PDP) and unsuccessfully completed his PDP. Mr. Marshall failed to improve and earned an unsatisfactory Instructional Practice performance rating on the Broward Instructional Development and Growth Evaluation System (BRIDGES). The cadre attorney prepared the Administrative Complaint, and notice was sent to the employee that a recommendation for suspension without pay and termination of employment would be presented to the School Board on June 24, 2014.	
SCHOOL BOARD GOALS: ___ •Goal 1: High Quality Instruction <u>x</u> •Goal 2: Continuous Improvement ___ •Goal 3: Effective Communication	
FINANCIAL IMPACT: There is no financial impact to the District.	
EXHIBITS: (List) 1. Letter dated June 6, 2014 to Christopher Marshall from The Superintendent 2. Administrative Complaint Christopher Marshall	
BOARD ACTION: RECEIVED (For Official School Board Records' Office Only)	SOURCE OF ADDITIONAL INFORMATION: Elisa Calabrese 754-321-5044 Gracie Diaz 754-321-5024 Heather Parente 754-321-5010 Name <u>Elisa Calabrese</u> Phone

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
Dr. Elisa Calabrese, Chief Talent Development Officer
Office of Talent Development

JUN 24 2014

Approved in Open Board Meeting on: _____

By: _____

School Board Chair