

Probation and Dismissal

The Intern Teachers Alternative Certification Program (IT/ACP) is a rigorous path to the classroom that requires adherence to all program requirements and guidelines in order for an individual to be considered for certification. Participants agree to meet specific professional expectations and responsibilities described in the program agreement. Infrequently, a participant is placed on probation and, if insufficient corrective actions are noted, the participant is dismissed. The following cites criteria for probation and possible dismissal:

- ♦ Failure to register/participate/complete training sessions as directed by IT/ACP personnel
- ♦ Signing in for another participant at a training session
- ♦ Tardy arrival at trainings/returning late to sessions from breaks/leaving training early after signing in
- ♦ Inappropriate, unprofessional behavior during training sessions
- ♦ Failure to make up training following an absence
- ♦ Failure to respond to communications from IT/ACP personnel i.e., email, Blackboard, written requests, and phone calls, etc.
- ♦ Failure to submit assignments (electronically or hard copy), documentation, and/or payments on specific deadlines
- ♦ Unsatisfactory appraisal/evaluation results by school district appraiser/IT/ACP consultant
- ♦ Failure to implement “recommendations” for improvement from IT/ACP/school personnel
- ♦ Violations of the Texas Educator’s Code of Ethics
- ♦ Falsification of information
- ♦ Insubordination to IT/ACP program and/or school/district personnel
- ♦ Resigning/Termination from the employing school during the internship
- ♦ Failure to address the requirements of an action plan and to show consistent progress
- ♦ Failure to register and take required state examinations according to the certification area schedule
- ♦ Non-renewal of teaching contract

After being placed on probation, the participant must address all areas of deficiency in order to regain “active” status in the IT/ACP Program. In some cases, approval of the IT/ACP Advisory Board may be required. An intern placed on probation may be responsible for another entire year of satisfactory internship. Although a participant may be placed on probation prior to dismissal, there is no requirement that any individual be placed on probation prior to dismissal.

Severe or unacceptable behavior may result in immediate dismissal or non-recommendation for certification. Any joint decision by the IT/ACP Program Directors to dismiss a participant from the TPC Program is a final decision. There will be no refund of paid fees.