

Lesson Plan refresher

Are color coding, CSO's and other requirements creeping into your lesson plans? They shouldn't and a recent grievance board decision supports it.

In the recent *Byrd vs Kanawha County* decision, WVEA represented teachers were required to include in their lesson plans the Marzano strategies utilized daily by all teachers in the county. WVEA representatives argued lesson plans serve one purpose; to be a guide to the teacher and substitute for presentation of the curriculum. In addition, items which do not serve as a guide to the teacher and substitute for daily instruction should not be required in the lesson plans

The Administrative Law Judge (ALJ) agreed with WVEA's interpretation that the inclusion of teaching technique strategies in the lesson plans is not required to serve as a guide to the teacher or substitute for daily instruction. The decision was based in *WV Code §18A-2-12* which states, in pertinent part:

(i) Lesson plans are intended to serve as a daily guide for teachers and substitutes for the orderly presentation of the curriculum. Lesson plans may not be used as a substitute for observations by an administrator in the performance evaluation process. A classroom teacher, as defined in section one, article one of this chapter, may not be required to post his or her lesson plans on the internet or otherwise make them available to students and parents or to include in his or her lesson plans any of the following:

- (1) Teach and re-teach strategies;*
- (2) Write to learn activities;*
- (3) Cultural diversity;*
- (4) Color coding; or*
- (5) Any other similar items which are not required to serve as a guide to the teacher and substitute for daily instruction; and*

(j) The Legislature finds that classroom teachers must be free of unnecessary paper work so that they can focus their time on instruction...

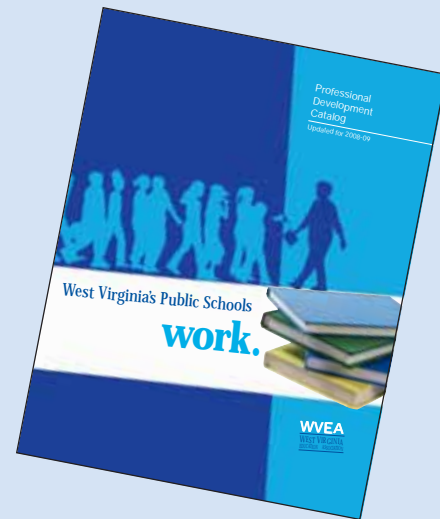
In the decision the ALJ Ronald Reece wrote:

“This statute was passed to give educators some relief from the increasing amount of paperwork they are required to perform. As a way to confirm that teachers were teaching to the established instructional goals or content standards, many principals were requiring teachers to include the above items, among others, in their lesson plans. As the statute suggests, some principals required that the teachers color code all of these required elements so that certain items would be easy for the principal to identify in the submitted lesson plans. The intent of the statute is clear. Lesson plans serve one purpose, to be a guide to the teacher and substitute for presentation of

the curriculum. Lesson plans may not be used as a substitute for observations by an administrator in the performance evaluation process. Principals cannot use them to verify that certain specified strategies are being used or to evaluate a teacher's technical skills.”

“This requirement does not improve the lesson plans as a guide to Grievants or substitutes for presentation of the curriculum. Accordingly, the undersigned concludes that the requirement that Grievants list specific Marzano strategies in their lesson plans contravenes the provisions of the statute, and they should not be required to include it in their lesson plans.”

So far this year, the WVEA Help Center and ODS staff have heard from a number of schools with additional lesson plan requirements. If you have questions contact the WVEA Help Center at 1.866.568.WVEA or www.wvea.org. ■



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