

**CITY OF FLAGSTAFF
MEMORANDUM**

TO: Insert Employee's Name
THRU: Insert Department Head's Name
FROM: Insert Supervisor's Name
DATE: Insert Date
RE: Letter of Reprimand

(DESCRIBE THE SITUATION (BEHAVIOR, PERFORMANCE, POLICY/PROCEDURE VIOLATION, ETC) THAT OCCURRED. INCLUDE DATES, TIMES, LOCATIONS, PEOPLE INVOLVED AND EFFECTS OF THE SITUATION ON THE CITY, CITIZENS, EMPLOYEES AND/OR OTHER ORGANIZATIONS. STATE OBSERVABLE BEHAVIORS AND COMMENTS. INCLUDE WHY THIS WARRANTS DISCIPLINARY ACTION INCLUDE POLICY(IES) VIOLATION)

This is a letter of reprimand that will be placed in your personnel file (201 file) for violating safety policies. This is a direct violation of (Insert **the specific safety policy which has been violated here**). We have discussed compliance with the safety policies on October 14, 2005 and you were given additional training on proper safety procedures, including travel requirements, on October 17, 2005. You were also verbally counseled on safety policies related to accidents and reporting after the accident you had in the City collections truck near the Landfill on October 13, 2005.

On Monday, November 14, 2005, you were traveling eastbound on Interstate 40, headed to the landfill to empty a load of trash. We received a telephone call that several pieces of debris were flying out of your truck, which may have resulted in serious damage to another vehicle and those inside of the vehicle. Upon meeting you at the landfill, I noticed that your top hopper door was not closed for this trip to the landfill. Safety policy is that your top hopper must be closed if you will be traveling over 1 mile to the next stop.

(LIST THE GOALS AND TIMEFRAMES FOR IMPROVEMENT)

Beginning immediately and at all times in the future, you will comply with all safety policies, which are attached for your information. You will follow all established procedures for travel and maintain safety standards at all times.

(OUTLINE THE CONSEQUENCES IF ACCEPTABLE PROGRESS IS NOT DEMONSTRATED AND INCLUDE THE SIGNATURE ACKNOWLEDGEMENT)

Immediate improvement in this area is expected. Failure to do may result in further disciplinary action, up to and including recommendation of termination.

Your signature below indicates your receipt of a copy of this letter of reprimand

Samples Of School Staff Reprimand Notices

Cornell University



Samples Of School Staff Reprimand Notices:

Working With and Evaluating Difficult School Employees John F. Eller, Sheila Eller, 2010-01-12 The Ellers have done an excellent job identifying supervision problems that plague administrators on a daily basis They provide clear and detailed strategies to address personnel problems covering virtually every employment group I strongly recommend this book as a quick reference for all school administrators as they deal with difficult employees Dan Hoverman Superintendent Mounds View Public Schools Shoreview MN Help marginal employees take positive steps to improve their performance and behavior Managing difficult employees is one of the most challenging aspects of a school leader's job Written by experienced administrators this resource provides specific techniques and strategies to identify work with and evaluate marginal school employees John F Eller and Sheila Eller provide essential information for understanding and dealing with employees who may have negative attitudes lack awareness of their behavior blame others for problems or are marginal performers Drawing on the authors extensive experience this book includes Skills and sample dialogues for conducting difficult conversations Templates for putting concerns into writing and developing improvement plans Information about legal issues and ways to protect yourself Specific strategies for working with teachers secretaries and assistants paraprofessionals and custodial staff Steps to take when termination becomes necessary This ready reference helps administrators develop the leadership skills and competencies necessary to confront marginal and deficient behaviors and achieve successful results

The Survival Kit for the Elementary School Principal Abby Barry Bergman, Judy Powers, Michael L. Pullen, 2010-02-26 For the new and veteran elementary school principal here is a unique survival kit packed with tested advice practical guidelines and ready to use materials for all aspects of your job From the perspective of an author with twenty five years experience this book offers techniques such as creating a school vision building and sustaining morale utilizing technology and long term strategic school planning The included companion CD ROM serves as the perfect enhancement to this book This time saving device contains all of the book's forms checklists and letters for easy print out and use , School Discipline, Classroom Management, and Student Self-Management

Howard M. Knoff, 2012-06-12 An integrated comprehensive approach to positive behavioral supports and interventions This book provides a pragmatic easy to follow blueprint for Positive Behavior Support Systems PBSS implementation that integrates academics instruction and achievement with discipline behavior management and student self management Award winning author Howard M Knoff provides guidance on Implementing a schoolwide discipline and safe schools program Teaching students interpersonal social problem solving conflict prevention and resolution and emotional coping skills Guiding professional development staff and student buy in and evaluation Strengthening parent and community outreach and involvement Included are charts to post in classrooms worksheets and action items Research based case studies demonstrate how PBSS activities create positive climates pro social interactions and effective management approaches

Human Resources Administration Richard E. Smith, 2009 First Published in

2008 Routledge is an imprint of Taylor Francis an informa company **Speed District 802 V. Warning** ,2009

Teachers, students and the law, fifth edition Vivien Millane,2022-06-14 Teachers Students and the Law is an indispensable pocket sized resource that guides primary and secondary school teachers through the many complex legal issues that can arise in school environments Covering key topics from cyberbullying to pandemics the book provides concise plain language information in an easy to use format This fifth edition incorporates revised information and references with an up to date directory of national contacts and services *The Principal's Handbook for Priority Schools in a PLC at Work®* Aspasia Angelou,2025-04-15 Drawing from her experiences as a principal and coach Aspasia Angelou offers invaluable insights templates and resources for principals in Title I or priority schools With tools for professional development reflective practices and collaborative team development principals can effectively address challenges support students at risk and empower their leadership teams to cultivate a positive environment where impactful learning can happen K 12 priority school principals can use this book to Champion changes that challenge and weed out ineffective practices Foster a positive culture built on active teamwork and a common vision Acquire valuable skills to navigate difficult conversations and scenarios as principals Empower colleagues as team contributors through the delegation of leadership tasks Promote transparent communication to build trust among school and community leaders Prepare for engaging in difficult conversations with staff or stakeholders Contents Introduction Chapter 1 Leading PLCs in Priority Schools Chapter 2 Creating a Positive Work Culture Chapter 3 Hard Conversations Chapter 4 Visibility and Communication Chapter 5 Time Management and Prioritization Chapter 6 Delegating and Monitoring Chapter 7 Culturally Sensitive Events and Traditions Chapter 8 Social Media Chapter 9 Reflection Epilogue Purpose Will Bring You Full Circle Appendix Personalized Principal s Calendar References and Resources Index **TALIS 2018 Results (Volume I) Teachers and School Leaders as Lifelong Learners** OECD,2019-06-19 The OECD Teaching and Learning International Survey TALIS is the largest international survey asking teachers and school leaders about their working conditions and learning environments and provides a barometer of the profession every five years Results from the 2018 cycle explore and examine the various dimensions of teacher and school leader professionalism across education systems *TALIS 2018 Results (Volume II) Teachers and School Leaders as Valued Professionals* OECD,2020-03-23 This report aims to provide an in depth analysis of teachers and school leaders perceptions of the value of their profession their work related well being and stress and their satisfaction with their working conditions It also offers a description of teachers and school leaders contractual arrangements opportunities to engage in professional tasks such as collaborative teamwork autonomous decision making and leadership practices Public Works Manual ,1981 *The Teacher's Guide to Resolving School Bullying* Elizabeth Nasseem,2019-10-21 Drawing on the author s cutting edge research this practical book helps teachers better understand the causes of bullying gives them confidence to resolve nuanced cases and provides them with the tools to develop pupil led anti bullying campaigns This book delves into

the complex nature of bullying at school in a clear and approachable way It helps school staff understand the student s views and experiences of bullying and how power imbalances and systemic inequalities can contribute to bullying relationships between pupils The author provides evidence based interventions that suggest ways teachers can develop knowledge and skills to resolve incidents Key to this is a new approach to pupil led interventions which allows staff to harness pupil voices to develop effective anti bullying strategies Included are resources and tools to help teachers set up these advisory groups and interventions and train others to do the same This is essential reading for teachers looking for a comprehensive and accessible guide to tackling bullying

A Culture of Caring Theodora Schiro,2020-02-20 As awareness grows about the alarming increase in youth suicide rates school leaders need information on suicide prevention and postvention Tragically the search often begins only after the school community has suffered the loss of a student Schools must start to be proactive and educate themselves about risk factors and prevention strategies Designed as a handbook for busy educators *A Culture of Caring A Suicide Prevention Guide for Schools K 12* includes information about prevention intervention and postvention along with commentary from experts in the field Each chapter stands alone and does not have to be read in sequence Resources and descriptions of programs relevant to each chapter are organized by topic School leaders counselors and teachers can use the information to create their own plans or just glance through it to get ideas With this book any school community that takes suicide prevention seriously will have access the knowledge tools and resources to save lives

Navy Public Works Management ,1980

Violence in Schools Florence Denmark,Uwe Gielen,Herbert H. Krauss,Elizabeth Midlarsky,R. Wesner,2006-06-14 During the 1940s teachers were certain they had some grievous complaints about students behavior in school Among these were excessive noise littering and gum chewing More recently teachers concerns have taken on a far more dire tone Today their focus is on the rape robbery and substance abuse incidents that occur in alarming numbers in their workplaces In recent years the news on violent crime in our schools has often been devastating And although school officials have begun taking measures to decrease the level of violence on their grounds e g installing metal detectors hiring guards to patrol hallways the violence that continues to occur is often more lethal and no less troubling To further understand and ameliorate the causes of violence among our children especially at school this book takes a comprehensive approach to addressing the issues *Violence in Schools Cross National and Cross Cultural Perspectives* provides both a broad overview of violence in schools and offers specific descriptions of models that have been used successfully within school settings to prevent violent crime from occurring For example this volume Recognizes that violence on school grounds is a global problem that requires an international perspective to counteract Takes a broad view of what constitutes violence that is the focus is not only on physical assault but the neglect and abusive behavior e g racism sexism cultural discrimination and suppression that contribute to its occurrence Explores the history of the phenomenon of school violence in order to effectively ameliorate its current condition *Violence in Schools Cross National and Cross Cultural*

Perspectives speaks with legitimate authority to scholars as well as to those on the frontlines in combating school violence including school and counseling psychologists school administrators teachers and staff as well as concerned parents The annual report of Her Majesty's Chief Inspector of Education, Children's Services and Skills 2010/11 Great Britain: Office for Standards in Education, Children's Services and Skills, 2011-11-22 Ofsted today publishes the Annual Report 2010 11 drawing on over 31 000 inspection visits across the schools early years children's social care and learning and skills sectors in England Launched by Her Majesty's Chief Inspector Miriam Rosen this in depth analysis provides an insight into the quality of those services for children and learners what is working well and what needs to improve The report highlights how an inadequate inspection judgement whether for a children's home or a school a college or a nursery can be an important catalyst for change For example the total number of schools in a category of concern that is judged to be in special measures or being given a notice to improve reduced from 553 at the end of last year to 451 at the end of August 2011 Over a fifth of schools judged inadequate at their previous inspection were found to be good or better when inspected again this year In addition schools are now emerging from special measures faster than the previous year after an average of 18 months rather than 20 In inspections of local authorities children's social care where Ofsted completed the second full year of unannounced inspection of contact referral and assessment arrangements weaknesses identified the previous year had been addressed in the great majority of cases *Cornell University Announcements* Cornell University, 1910 **EBOOK: Learning Teaching**

from Teachers: Realising the Potential of School-Based Teacher Education Hazel Hagger, Donald McIntyre, 2006-10-16 The impressive strengths of this book are its breadth of scope the depth of its grounding in the real life of schools its clarity of structure and argument and its far reaching suggestions for reforming school based teacher education The book also demonstrates in every chapter the authors unwavering though not uncritical regard for the profession of teaching Lesley Saunders Professional Development Today The move to school based initial teacher education has opened up exciting opportunities for student teachers to learn from practising teachers expertise However making the most of these opportunities is not straightforward since much of that expertise is embedded in practice and rarely articulated The book Brings together a wide range of research on teachers expertise and beginning teachers learning Reports a research project on helping student teachers to gain access to experienced teachers expertise Considers the wider implications of that research for the development of school based initial teacher education Explores how school based initial teacher education can be improved if it is professionally planned in an informed and well thought out way Shows how curricula can be developed to help student teachers learn from experienced teachers and from everyday life in schools Makes suggestions for initiatives to improve school based initial teacher education Examines the conditions that are necessary for school based initial teacher education to realize its full potential Learning Teaching from Teachers is a key text for all teacher educators including school based mentors It is also important reading for teachers involved in Masters courses in mentoring and

teacher education **Legislative History of S. 2527, 100th Congress, Worker Adjustment and Retraining Notification Act, Public Law 100-379** ,1990 **Managing Behaviour in the Primary School** Jim Docking,Michelle MacGrath,2013-06-19 The original edition of this book made accessible to primary school teachers and student teachers the means of putting many of the Elton Report s findings into practice The author s philosophy on behavior management still stands but the ideas have been revised and updated to take account of more recent thought about good practice in primary education and the management of schools today The book suggests tried and tested strategies for forestalling behavior problems through thoughtful class management and lesson planning responding positively to behavior incidents communicating positive expectations and enhancing pupil motivation There are useful checklists throughout and material for experienced staff as well as for students and newly qualified teachers

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