

List of Mitigating Factors

PROFESSIONAL CONVERSATION GUIDES

The following mitigating factors may prevent teachers and students from achieving their potential. Select only those factors that apply to your situation.

<ol style="list-style-type: none">1. Crowded classes that prevent individualized instruction and promote discipline problems.2. Traveling or roving which prevents teachers from setting up a good learning environment.3. Unreliable and rigid requisition and delivery system for school supplies.4. Delays in repairing and servicing equipment.5. Frequent classroom interruptions.6. Closed stock rooms.7. Lack of textbooks and materials that meet the differing abilities of students.8. Teacher staff development run by non-teachers, that is poorly planned, and/or performed outside school hours.9. Frequent assignment of duties during a teacher's lunch period.10. No adequate program to diagnose and treat disruptive students. Readmission to regular classes without corrective or therapeutic action.11. Failure of administration to support a teacher in a discipline case. Not enough time to talk personally with students.12. Lack of academic freedom from administrative interference in conducting class, grading students, handling controversial subjects, and providing innovative instruction.	<ol style="list-style-type: none">13. Arbitrary or capricious teacher evaluation procedure.14. Requiring secondary teachers to forgo their preparation period in order to cover classes, or adding students from an absent teacher's class to an elementary class.15. Not enough psychologists, counselors, coordinators, and mental health teams to handle the problems of students.16. Culturally insensitive school program.17. Depriving students of needed workbooks for reading, math, and English.18. Failure to provide economically disadvantaged student with needed services.19. Outdated curriculum in many areas.20. High transiency rate.21. Lack of access to functioning copy machines.22. Hostile, non-caring, and non-supportive administrators.23. District-mandated programs and pacing plans that are not based on needs of students.24. Distinct contradiction between the district's strict pacing requirement and a teacher's obligation to provide individualized instruction.25. Lack of intervention mechanisms.26. High absenteeism, tardiness, or leaving early.
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