Emporia State University provides the following assurances regarding the quality of its first year teacher education graduates:

- Should the job performance of any first-year teacher graduate be deemed unsatisfactory by a school district, the University offers to provide, at no cost to the teacher or to the employing school district, additional (1) on-site counseling and supervising, (2) on-site demonstration lessons, and (3) individualized in-service education for the enhancement of performance in the classroom.

- Such dissatisfactions should be reported to the Dean of The Teachers College at Emporia State University who will initiate, with help of qualified faculty, a careful assessment of the teacher’s performance. School districts may be asked to assist in conducting such an assessment.

- Based on the assessment results, a plan of action will be developed and carried out by University faculty with the approval and cooperation of the school district and teacher.

Procedure: Every two or three years, information about the Quality Assurance Program is provided to every superintendent throughout the State of Kansas. All of our student teachers and supervisors of student teachers are also annually reminded about the program. If a concern arises, the Request for Assistance Form is completed and mailed to the Dean of The Teachers College. The initial contact by the University is generally made by the Director of Professional Education Services. Once an initial assessment of the concern is completed, one or more faculty members with expertise in the area is assigned to develop and conduct an individual assistance plan.

Experience to Date: The Quality Assurance Program was initiated in the fall of 1983. Since its inception, we have had five referrals – two from school districts and three from individual teachers themselves. In all cases, the situations resulting in the initial referral were satisfactorily resolved.