

Maine Connections Academy

July 2016

In May 2016 MCA School Board approved an option for some MCA teachers to work from home one day a week starting in the 2016-17 school year.

This option would be offered to those interested teachers under the following circumstances:

1. **Second year Teacher** - Completed their first year at the MCA teaching center in South Portland, ME.
2. **Rated Effective** on their previous school year personal evaluation.
3. **Are able to access and complete** teaching responsibilities in an effective and professional manner.
4. **Privilege will be routinely evaluated** – supported or removed based on effectiveness

A schedule will be developed to maximize teacher collaboration and staff meeting schedules. Clearly articulated expectations and requirements are currently outlined in the MCE Employee handbook. This Work from Home policy will act as the guideline and accountability measure and will be enforced by MCA school leadership.

Teachers have been thoughtful and self-reflective about this opportunity. Not all second year teachers have expressed an interest in it. Some believe that their specific home environment would not be conducive to a productive work day. Those that have expressed an interest are aware that this is a privileged that can be removed if found to be ineffective.

Teachers will still be expected to collaborate as usual, attend all scheduled teacher, student and school meetings. As MCA School Leader, I understand the concern and implications heard nationally associated with teachers working from home. I am committed to a quality academic experience for our students and will remain vigilant in monitoring the effectiveness of this opportunity.

Karl Francis
Maine Connections Academy
Head of School