



District School Board of Pasco County
Department of Human Resources
Request For Substitute Sanction or Dismissal

5-6
Central - 42049
Pat
Stclair - 42171

Return by fax to: Pat Stclair, Supervisor of Human Resources, 813-794-2171

Name of Substitute	James Piculas
School	Russ Middle School
Date	1/23/08
Completed by	Dan Estabrook
Administrator Signature	Dan Estabrook

Consistently supervises assigned students	<input checked="" type="checkbox"/>
Follows lesson plans and takes summary notes	<input checked="" type="checkbox"/>
Maintains a safe learning environment	<input checked="" type="checkbox"/>
Redirects and/or stops inappropriate behavior	<input checked="" type="checkbox"/>
Gives clear and specific student expectations	<input checked="" type="checkbox"/>
Uses positive reinforcement	<input checked="" type="checkbox"/>
Circulates and monitors during classroom activities	<input checked="" type="checkbox"/>
Uses acceptable grammar-verbal and written	<input checked="" type="checkbox"/>
Uses effective communication	<input checked="" type="checkbox"/>
Models appropriate conduct and conversation	<input checked="" type="checkbox"/>
Prompt arrival on campus	<input checked="" type="checkbox"/>
Cooperates with staff members	<input checked="" type="checkbox"/>
Sympathetic understanding and treatment of students	<input checked="" type="checkbox"/>
Models professional dress and hygiene	<input checked="" type="checkbox"/>
Uses common sense and professional judgment	<input checked="" type="checkbox"/>
Flexible	<input checked="" type="checkbox"/>
Dependable/Reliable	<input checked="" type="checkbox"/>

Please write a specific description of the incident(s) resulting in your request for substitute suspension. Include any recommendations you have for this substitute.

Mr. Piculas told a student that she was in charge. The student felt very uncomfortable if her father and he felt very uncomfortable. He was also called by students telling teacher that he used inappropriate language (h-ll, p-ssed). This happened on January 17, 2008. Our staff noticed the issue of a major classroom management problem.

Dan Estabrook
Principal's Signature

Substitute's Signature

1/23/08
Date