

DIFFICULT

Albuquerque Public Schools (NM)

5/10

Although it is easier to dismiss an ineffective veteran teacher in Albuquerque Public Schools than in some districts, the process remains difficult. Once teachers are granted tenure, the decision to dismiss them is vulnerable to challenge (although the timeline for dismissal is reasonable in theory).

How hard is it to dismiss an ineffective veteran teacher in Albuquerque Public Schools?

| FACTOR | INDICATOR | | DATA | SCORE |
|---|---|---|---|-------|
| 1. Does tenure protect veteran teachers from performance-based dismissal? | 1a. Can teachers earn tenure or the equivalent? | | Yes. | 0/1 |
| | 1b. Do tenured teachers revert to probationary status if rated ineffective? | | No. | 0/1 |
| 2. How long does it take to dismiss an ineffective veteran teacher? | 2a. What is the shortest amount of time it can take to recommend an ineffective veteran teacher for dismissal? | 2ai. How frequently do veteran teachers receive an evaluation rating? | One year or less. (Teachers are evaluated annually. Unsatisfactory performance is always grounds for dismissal but only after some type of remediation has been attempted.) | 3/3 |
| | | 2aii. How many times must a veteran teacher be rated ineffective to be placed in remediation? | | |
| | | 2aiii. How long must veteran teachers be in remediation before they can be dismissed? | | |
| | 2b. How long is the grievance process, excluding arbitration? | | Nine months. | 0/1 |
| 3. How vulnerable is an ineffective veteran teacher's dismissal to challenge? | 3a. What is the minimum number of observations required to dismiss an ineffective veteran teacher? | | At least four (two to place an ineffective teacher in remediation, plus periodic observations during remediation). | 1/1 |
| | 3b. Can a veteran teacher appeal an evaluation if there are no acknowledged procedural violations? | | No. | 1/1 |
| | 3c. Can a veteran teacher appeal a dismissal decision or recommendation more than once, either within the district or externally? | | Yes: to the local board and then to an arbitrator. | 0/1 |
| | 3d. Can a veteran teacher appeal a dismissal decision beyond the school district? | | Yes: to an arbitrator. | 0/1 |

Total points

5/10

Note: All data were collected from the NCTQ's [teacher-contract database](#), the ECS's [fifty-state comparison of teacher-tenure policies \(2014\)](#), and from other district documents (including teacher contracts, board policies, and employee handbook) during the spring and summer of 2016.