

FEASIBLE

Burlington School District (VT)

7/10

While hardly perfect, the process for dismissing an ineffective veteran teacher is easier in Burlington School District than in most districts. Although veteran teachers are protected by tenure, the timeline for dismissing them is reasonable in theory, and the dismissal decision is relatively invulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Burlington School District?

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. (Teachers are evaluated annually but may be placed in remediation at any time during the school year. Teachers who fail to improve their performance by the end of the year may be dismissed.)
		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?	Three to four months.	1/1
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?	Formal observations required but number not specified.	1/1
	3b. Can a veteran teacher appeal an evaluation if there are no acknowledged procedural violations?	Yes.	0/1
	3c. Can a veteran teacher appeal a dismissal decision or recommendation more than once, either within the district or externally?	No.	1/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?	No.	1/1
Total points			7/10

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.