

VERY DIFFICULT

# Chicago Public Schools (IL)

1/10

It is more difficult to dismiss an ineffective veteran teacher in Chicago Public Schools than almost anywhere else in the country. Once teachers are granted tenure, the timeline for dismissal is protracted, and the dismissal itself is extremely vulnerable to challenge.

## How hard is it to dismiss an ineffective veteran teacher in Chicago 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?	Over two years. (Teachers are evaluated annually or biannually depending on their last rating. Those who receive an unsatisfactory rating or two developing ratings in a row are placed in remediation, which lasts for at least ninety school days.)	1/3
		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?		Five 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?		Six (four are required to place an ineffective teacher in remediation and two are required during remediation).	0/1
	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?		Yes: to a hearing officer and then to the appellate court.	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		Yes: to the appellate court.	0/1
			<b>Total points</b>	<b>1/10</b>

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.