

VERY DIFFICULT

Clark County School District (NV)

2/10

The process for dismissing an ineffective veteran teacher in Clark County School District is very difficult—more challenging than in most districts. Once veteran teachers are granted tenure, it takes at least three years to dismiss them, and the dismissal itself is extremely vulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Clark County 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?		Yes, if they are rated ineffective for two consecutive years.	1/1
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?	Three years. (Teachers are evaluated annually. After two consecutive ineffective ratings, they are placed in remediation, which lasts for a year.)	1/3
		2a.ii. How many times must a veteran teacher be rated ineffective to be placed in remediation?		
		2a.iii. How long must veteran teachers be in remediation before they can be dismissed?		
	2b. How long is the grievance process, excluding arbitration?	Six to seven months.		
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?		Seven (four are required to place a teacher in remediation and three are required during remediation).	0/1
	3b. Can a veteran teacher appeal an evaluation if there are no acknowledged procedural violations?		Issue not addressed in state or local policy.	0/1
	3c. Can a veteran teacher appeal a dismissal decision or recommendation more than once, either within the district or externally?		Yes. Any teacher deemed probationary due to the results of an evaluation and facing dismissal may appeal to the American Arbitration Association and then to the district court.	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		Yes. Any teacher deemed probationary due to the results of an evaluation and facing dismissal may appeal to the American Arbitration Association and then to the district court.	0/1

Total points

2/10

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.