

DIFFICULT

Denver Public Schools (CO)

4/10

The process for dismissing an ineffective veteran teacher in Denver Public Schools is difficult. Once teachers are granted tenure, they are largely protected against performance-based dismissal by a protracted timeline, and the dismissal itself is highly vulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Denver 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?		Yes, after two consecutive ineffective ratings.	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?	Over a year. (Teachers are evaluated annually. Those rated ineffective may be placed in remediation, which lasts for thirty to ninety days.)	2/3
		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?			
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 five (at least four observations are required to place an ineffective teacher in remediation, and observations are also required during remediation, though the number is 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?		Yes: to the Court of Appeals and then to the Supreme Court.	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		Yes: to the Court of Appeals and then to the Supreme Court.	0/1

Total points

4/10

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.