

DIFFICULT

Detroit Public Schools Community District (MI)

4/10

Though it is easier to dismiss an ineffective veteran teacher in Detroit Public Schools Community District than in some districts, the process remains difficult. For teachers with tenure, the timeline for performance-based dismissal is protracted, and the dismissal itself is highly vulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Detroit Public Schools Community 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? 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?	Two years. (Teachers are evaluated annually. After the first ineffective rating, they are placed in remediation, which lasts for at least a year.)	2/3
	2b. How long is the grievance process, excluding arbitration?	Evaluation is not grievable under Michigan law.	1/1	
	3a. What is the minimum number of observations required to dismiss an ineffective veteran teacher?	At least four (multiple observations are required to place an ineffective teacher in remediation, and at least two are required during remediation).	1/1	
	3. How vulnerable is an ineffective veteran teacher's dismissal to challenge?	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 tenure commission, and then to the court of appeals.	0/1	
3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		Yes: to the tenure commission, and then to the court of appeals.	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.