

DIFFICULT

# Fairfax County Public Schools (VA)

5/10

Though it's easier to dismiss an ineffective veteran teacher in Fairfax County Public Schools than in some districts, the process remains difficult. Although the timeline for dismissal is reasonable in theory, once teachers are granted tenure, the decision to dismiss them is highly vulnerable to challenge.

## How hard is it to dismiss an ineffective veteran teacher in Fairfax County 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?	One year. (Tenured teachers receive summative evaluations every three years but may be placed on a summative evaluation cycle by an evaluator at any time with cause. Tenured teachers who receive an ineffective rating on a summative evaluation may be recommended for dismissal.)
		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?	Up to four months (excluding school-board hearings).	
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 four (at least two are required to place an ineffective teacher in remediation and at least two are required during remediation).	1/1
	3b. Can a veteran teacher appeal an evaluation if there are no acknowledged procedural violations?	Yes: to the evaluator's supervisor, then to the Assistant Superintendent.	0/1
	3c. Can a veteran teacher appeal a dismissal decision or recommendation more than once, either within the district or externally?	Yes: through the district's review process and 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

**Total points**

**5/10**

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.