

DIFFICULT

# Houston Independent School District (TX)

5/10

While it's easier to dismiss an ineffective veteran teacher in Houston Independent School District than in most districts, the process remains difficult. Although the timeline for dismissal is reasonable in theory, the dismissal itself is high vulnerable to challenge.

## How hard is it to dismiss an ineffective veteran teacher in Houston Independent 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?	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?	One year or less. (Houston's contract acknowledges state law, which says that a teacher may be dismissed at any time for good cause as determined by the board of trustees.)	3/3
	2b. How long is the grievance process, excluding arbitration?	Three to four months (with the possibility of further extensions).	1/1	
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?	At least four. (Four observations are required to place an ineffective teacher in remediation. During remediation, the number of observations is determined on a case-by-case basis.)	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 a hearing officer and then to the district court.	0/1	
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?	Yes: to the district court.	0/1	
<b>Total points</b>			<b>5/10</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.