

VERY DIFFICULT

Los Angeles Unified School District (CA)

1/10

It is more difficult to dismiss an ineffective teacher in Los Angeles Unified School District than almost anywhere else in the country. Once teachers are granted tenure, it can take up to five years just to assign them their first negative evaluation rating. And the decision to dismiss an ineffective teacher is extremely vulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Los Angeles Unified 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?	Three to six years. (Teachers who have been employed by the district for at least ten years and who receive a “meets standards” rating are evaluated every five years. Other tenured teachers are evaluated every two years. Teachers rated below standard are placed in remediation, which lasts for a year.)
		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?	Three to four 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?	Six (two are required to place an ineffective teacher in remediation, and four are required during remediation).	0/1
	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 Commission on Professional Competence and then to a “court of competent jurisdiction.”	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?	Yes: to a “court of competent jurisdiction.”	0/1

Total points

1/10

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.