

FEASIBLE

Mesa Public Schools (AZ)

7/10

Though hardly perfect, the process for dismissing an ineffective teacher is easier in Mesa Public Schools than in most districts. Tenured teachers who are rated ineffective revert to nonprobationary status in Arizona, and the timeline for dismissing them is reasonable. However, the dismissal itself remains vulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Mesa 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.	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?	One year or less. (Teachers are evaluated every semester. Those rated ineffective are placed in remediation, which typically lasts for forty-five days.)	3/3
		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?			
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?		Four (three to place an ineffective teacher in remediation and at least one during remediation).	1/1
	3b. Can a veteran teacher appeal an evaluation if there are no acknowledged procedural violations?		No.	1/1
	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 county's superior court.	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		Yes: to the county's superior court.	0/1
			Total points	7/10

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.