

FEASIBLE

# Miami-Dade County Public Schools (FL)

8/10

Because Florida has essentially abolished tenure, dismissing an ineffective veteran teacher is easier in Miami-Dade County Public Schools than almost anywhere else in the country. Although teachers have the right to appeal a negative evaluation, the dismissal decision is relatively invulnerable to challenge, and the timeline for dismissal is reasonable.

## How hard is it to dismiss an ineffective veteran teacher in Miami-Dade 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?		No.	1/1
	1b. Do tenured teachers revert to probationary status if rated ineffective?		All teachers are probationary.	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?	At least a year. (Teachers are evaluated annually. Those receiving an unsatisfactory rating receive thirty-one days of “support dialogue” followed by a ninety-day improvement plan.)	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?		Six months.	0/1
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?		Three (one to place an ineffective teacher in remediation and two during remediation).	1/1
	3b. Can a veteran teacher appeal an evaluation if there are no acknowledged procedural violations?		Yes, teacher may request a review of up to three performance standards.	0/1
	3c. Can a veteran teacher appeal a dismissal decision or recommendation more than once, either within the district or externally?		Only for teachers dismissed for reasons other than ineffectiveness.	1/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		Only for teachers dismissed for reasons other than ineffectiveness.	1/1
			<b>Total points</b>	<b>8/10</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.