

FEASIBLE

Milwaukee Public Schools (WI)

6/10

While hardly perfect, the process for dismissing an ineffective veteran teacher is easier in Milwaukee Public Schools than in most districts. Although teachers can still earn tenure, the timeline for dismissal is reasonable, and the dismissal decision is relatively invulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Milwaukee 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. (Teachers are evaluated on a three-year cycle, but may be placed on a “summative” cycle at the discretion of the evaluator, in which case they may be dismissed at the end of the year if they fail to improve.)	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?		Five 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 (three observations are required to place an ineffective teacher in remediation, though the district does not have specific requirements for how many are required during remediation).	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?		No.	1/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		No.	1/1

Total points

6/10

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.