

DIFFICULT

# Minneapolis Public Schools (MN)

4/10

Though it is easier to dismiss an ineffective veteran teacher in Minneapolis Public Schools than in some districts, the process remains difficult. Once teachers are granted tenure, dismissal is extremely vulnerable to challenge (though the timeline for dismissal is reasonable in theory).

## How hard is it to dismiss an ineffective veteran teacher in Minneapolis 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 or less. (Tenured teachers receive summative evaluations every two years but may be placed in remediation at any time if there are concerns about their performance. The expedited remediation process lasts 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?		Three to four months.	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?		Six (two observations 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?		Issue not addressed in state or local policy.	0/1
	3c. Can a veteran teacher appeal a dismissal decision or recommendation more than once, either within the district or externally?		Yes.	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		Yes: for judicial review.	0/1
			<b>Total points</b>	<b>4/10</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.