

DIFFICULT

School District of Philadelphia (PA)

3/10

Dismissing an ineffective veteran teacher is more difficult in the School District of Philadelphia than in most districts. Once teachers are granted tenure, the timeline for dismissal is protracted, and the dismissal decision is highly vulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in the School District of Philadelphia?

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?	Two years. (Teachers are evaluated annually and can be dismissed following two ineffective ratings. Teachers who are rated ineffective typically receive at least a year of remediation.)	2/3
		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 to 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?		Four (three observations are required to place an ineffective teacher in remediation and at least one is required during remediation).	1/1
	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: to the Professional Standards and Practices Commission.	0/1
			Total points	3/10

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.