

DIFFICULT

Shelby County Schools (TN)

5/10

Although it's easier to dismiss an ineffective veteran teacher in Shelby County Schools than in some districts, the process remains difficult. Tenured teachers revert to probationary status if they are rated ineffective, but the timeline for dismissing them is protracted, and the dismissal itself is highly vulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Shelby County 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, if they are rated ineffective for two consecutive years.	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?	Two years. (Teachers are evaluated annually. Those rated ineffective are placed in remediation, which lasts for at least a year.)
		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?	Four months.	
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?	At least nine. (Four or five observations are required to place an ineffective teacher in remediation and at least five are required during remediation).	0/1
	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 the state board and then to the county's chancery court.	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?	Yes: to the state board and then to the county's chancery court.	0/1
Total points			5/10

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.