

# Marion County Board of Education

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Procedure for Granting Tenure</b>	Descriptor Code: <b>5.117</b>	Issued Date: <b>05/15/01</b>
		Rescinds: <b>5.117</b>	Issued: <b>12/15/97</b>

1 The Board of Education will grant tenure only to those teachers who can present documentation of a record  
2 of excellence as a teacher. The director of schools is responsible for documenting and presenting the  
3 recommendation for tenure to the Board of Education.

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5 Documentation of a record of excellence in teaching must include:

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7 1. Consistently high ratings on evaluations conducted by the principal and/or other evaluators
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9 2. Specific evidence of effectiveness in teaching students (if appropriate):
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11 (a) test scores
  - 12 (b) narrative descriptions of specific examples of effectiveness with students
  - 13 (c) letters from parents
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15 3. Record of attendance for the last three years
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17 4. Documentation of strongly favorable student response
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19 5. Other indicators of effectiveness may be included

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21 The following additional guidelines will apply:

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23 1. The decision as to whether or not to grant tenure is solely within the discretion of the Board  
24 of Education<sup>1</sup>. The director shall not employ anyone who is eligible for tenure for a third  
25 time prior to approval for tenure.
- 26  
27 2. The director of schools will present the names of all persons, with documentation noted  
28 above, eligible for tenure including an indication of which are recommended for tenure at  
29 a board meeting in ample time for the director of schools to provide notice of non-renewal  
30 to each teacher not granted tenure prior to April 15 of the year of eligibility.<sup>2</sup>
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32 3. Only those teachers who receive a majority vote of the membership of the Board will be  
33 granted tenure.
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35 4. Teachers who earn tenure will be honored by the Board in a special ceremony, either at  
36 a board meeting or in some other special public event.
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38 5. No person who is eligible for tenure who has not been granted tenure by the Board of  
39 Education shall be employed in the school system in any position which requires a  
40 license.
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6. A majority vote of the membership of the Board shall be required for the re-employment of a tenured teacher who had previously resigned in good standing.

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Legal References:

1. TCA 49-2-301(f)(1)(J)
2. TCA 49-2-203(1)
3. TCA 49-5-504