

Decatur County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Procedure for Granting Tenure	Descriptor Code: 5.117	Issued Date: 07/13/17
		Rescinds: 5.117	Issued: 10/14/10

1 The board of education will grant tenure only to those teachers who can present documentation of a
2 record of excellence as a teacher and who are determined by State guidelines to be considered a "highly
3 qualified" teacher or those making appropriate progress toward achieving that status. The director of
4 schools is responsible for documenting and presenting the recommendation for tenure to the board of
5 education.¹

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

- 7 1. Consistently high ratings on evaluations conducted by the principal and/or other evaluators
- 8 2. Specific evidence of effectiveness in teaching students (if appropriate):
 - 9 (a) test scores, including the annual estimate of teacher effect on student progress²
 - 10 (b) narrative descriptions of specific examples of effectiveness with students
 - 11 (c) letters from parents
- 12 3. Record of attendance for the last five years
- 13 4. Documentation of strongly favorable student response
- 14 5. Letter from the principal summarizing reasons for recommendation of tenure
- 15 6. Other indicators of effectiveness may be included

16 The following additional guidelines will apply:

- 17 1. The decision to grant tenure is solely within the discretion of the board of education.³
- 18 2. The director of schools will recommend persons eligible for tenure at a board meeting in ample time
19 for the director of schools to provide notice of non-renewal to each teacher not granted tenure within
20 five (5) business days following the last instructional day for the school year.⁴
- 21 3. Only those teachers who receive a majority vote of the membership of the board will be granted
22 tenure.
- 23 4. Teachers who earn tenure will be honored by the board in a special ceremony, either at a board
24 meeting or in some other special public event.
- 25 5. A teacher who is eligible for tenure, but tenure is denied, shall not be rehired beyond the contract
26 year.⁴
- 27 6. No person who has been denied tenure by the board of education shall be employed in the school
28 system in any position which requires a license.⁴

29 **Teacher Returning to Employment**

30 A teacher who has attained tenure status in the school system and later resigns shall serve a two-year
31 probationary period upon reemployment, unless the probationary period is waived by the board upon
32 request of the director of schools. Upon completion of the two-year period, the teacher shall either be

- 1 recommended by the director for tenure or non-renewed. If tenure is not granted, the teacher cannot
- 2 continue in employment.⁴

Legal References

1. TCA 49-2-301(b)(1)(J)
2. TCA 49-1-606(a)
3. TCA 49-2-203(1)
4. TCA 49-5-504(d);
TCA 49-5-409