

Hancock County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Procedure for Granting Tenure	Descriptor Code: 5.117	Issued Date: 06/04/15
		Rescinds:	Issued:

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
3 "highly qualified" teacher or those making appropriate progress toward achieving that status. The
4 director of schools is responsible for documenting and presenting the recommendation for tenure to the
5 Board of 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
19 time for the director of schools to provide notice of non-renewal to each teacher not granted tenure
20 prior to June 15 of the year of eligibility.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.
- 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.

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. Tenn. Code Ann. § 49-2-301(b)(1)(J)
2. Tenn. Code Ann. § 49-1-606(a)
3. Tenn. Code Ann. § 49-2-203(1)
4. Tenn. Code Ann. § 49-5-504 (b)
Tenn. Code Ann. § 49-5-504(d)