

Tennessee School Boards Association

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

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

Documentation of a record of excellence in teaching must include:

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

The following additional guidelines will apply:

1. The decision to grant tenure is solely within the discretion of the Board of Education.³
2. The director of schools will recommend persons eligible for tenure at a board meeting in ample time for the director of schools to provide notice of non-renewal to each teacher not granted tenure prior to April 15 of the year of eligibility.⁴
3. Only those teachers who receive a majority vote of the membership of the Board will be granted tenure.
4. Teachers who earn tenure will be honored by the Board in a special ceremony, either at a board meeting or in some other special public event.
5. A teacher who is eligible for tenure, but tenure is denied, shall not be rehired beyond the contract year.
6. No person who has been denied tenure by the Board of Education shall be employed in the school system in any position which requires a license.

Teacher Returning to Employment

A teacher who has attained tenure status in the school system and later resigns shall serve a one-year probationary period upon reemployment, unless the probationary period is waived by the Board upon request of the director of schools. Upon completion of the one-year period, the teacher shall either be recommended by the director for tenure or non-renewed. If tenure is not granted, the teacher cannot continue in employment.³

Legal References:

1. Tenn. Code Ann. § 49-2-301(b)(1)(J)
2. Tenn. Code Ann. § 49-6-606(a)
3. Tenn. Code Ann. § 49-2-203(1)
34. TCA 49-5-504