

**OBION COUNTY**  
**BOARD OF EDUCATION**

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David W. Huss, Director of Schools

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**TO:** Obion County Board of Education

**FROM:** David W. Huss

**DATE:** June 28, 2007

**RE: Procedure for Recommendation for Tenure of Recruited Math/Science Teachers**

Board Policy 5.117 provides, "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." To provide "documentation of a record of excellence", teachers prepare portfolios, which contain various items as listed within the policy.

Recognizing that a shortage exists for teachers of math and science, it has become increasingly necessary for the Obion County School System to actively recruit teachers in these instructional areas. For a teacher who has proven to be worthy of recruitment, the portfolio process can be an unnecessary burden. Therefore, beginning with the 2007 – 2008 school year, the Director of Schools may recommend tenure for recruited, highly-skilled teachers of math and science upon the completion of the following requirements:

1. The teacher must have been recruited by the Obion County School System
2. The teacher must hold a grades 7 – 12 endorsement in the area of shortage
3. Specific evidence of effectiveness in teaching students, i.e., Gateway test scores from prior school or other similar documentation (specific evidence shall be at least three (3) consecutive years)
4. Record of attendance for the last three (3) years
5. Documentation of positive evaluations from prior system
6. Serve a one (1) year probationary period with the appropriate system evaluations
7. Letter from principal and department head, if any, summarizing reasons for recommendation of tenure

In accordance with TCA §49-2-203(1), the decision to grant tenure, whether or not such recommendation is based upon this administrative procedure, is solely within the discretion of the Board of Education.

*Note: This procedure was recognized and approved by the Board of Education at a regularly scheduled Board meeting on June 28, 2007.*