

Obion County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Procedure for Granting Tenure	Descriptor Code: 5.117	Issued Date: 06/07/10
		Rescinds: 5.117	Issued: 09/11/06

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

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

18 The following additional guidelines will apply:

- 19
- 20 1. The decision to grant tenure is solely within the discretion of the Board of Education. ²
- 21 2. The director of schools will recommend persons eligible for tenure at a board meeting in ample
22 time for the director of schools to provide notice of non-renewal to each teacher not granted
23 tenure prior to April 15 of the year of eligibility. ³
- 24 3. Only those teachers who receive a majority vote of the membership of the Board will be granted
25 tenure.
- 26 4. Teachers who earn tenure will be honored by the Board in a special ceremony, either at a board
27 meeting or in some other special public event.
- 28 5. A teacher who is eligible for tenure, but tenure is denied, shall not be rehired beyond the contract
29 year.
- 30 6. No person eligible for tenure who has been denied tenure by the Board of Education shall be em-
31 ployed in the school system in any position which requires a license.
- 32

33 **Teacher Returning to Employment**

34
35 A teacher who has attained tenure status in the school system and later resigns shall serve a one-year
36 probationary period upon reemployment, unless the probationary period is waived by the Board upon
37 request of the director of schools. Upon completion of the one-year period, the teacher shall either be
38 recommended by the director for tenure or non-renewed. If tenure is not granted, the teacher cannot
39 continue in employment.⁴

40 Legal References:

- 41 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