

# Obion County Board of Education

|   |  |                                  |                                 |
|---|--|----------------------------------|---------------------------------|
| Monitoring:<br><br><b>Review: Annually,<br/>in February</b> | Descriptor Term:<br><br><b>Procedure for Granting Tenure</b> | Descriptor Code:<br><b>5.117</b> | Issued Date:<br><b>10/04/10</b> |
|   |  | Rescinds:<br><b>5.117</b>        | Issued:<br><b>06/07/10</b>      |

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.<sup>1</sup>

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

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

17  
18 The following additional guidelines will apply:

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

## 34 35 36 **Teacher Returning to Employment**

37  
38 A teacher who has attained tenure status in the school system and later resigns shall serve a one-year  
39 probationary period upon reemployment, unless the probationary period is waived by the Board upon  
40 request of the director of schools. Upon completion of the one-year period, the teacher shall either be  
41

1  
2  
3  
4

recommended by the director for tenure or non-renewed. If tenure is not granted, the teacher cannot continue in employment.<sup>4</sup>

---

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

