

Jefferson County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Procedure for Granting Tenure	Descriptor Code: 5.117	Issued Date: 01/11/07
		Rescinds: 5.117	Issued: 06/10/04

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

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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 evalua-
9 tors
- 10 2. Specific evidence of effectiveness in teaching students (if appropriate):
11 (a) test scores
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 for recommendation of tenure
- 17 6. Other indicators of effectiveness may be included
- 18 7. Completion of new teacher induction program

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20 The following additional guidelines will apply:

- 21 1. The decision to grant tenure is solely within the discretion of the Board of Education. ²
- 22 2. The director of schools will recommend persons eligible for tenure at a board meeting
23 in ample time for the director of schools to provide notice of non-renewal to each teacher
24 not granted tenure prior to April 15 of the year of eligibility. ³
- 25 3. Only those teachers who receive a majority vote of the membership of the Board will be
26 granted tenure.
- 27 4. Teachers who earn tenure will be honored by the Board in a special ceremony, either at
28 a board meeting or in some other special public event.
- 29 5. A teacher who is eligible for tenure, but tenure is denied, shall not be rehired beyond the
30 contract year.

31 32 **Teacher Returning to Employment**

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

39 Legal References:

- 40 1. TCA 49-2-301(b)(1)(J)
- 41 2. TCA 49-2-203(1)
3. TCA 49-5-504
4. Public Acts 2006, Public Chapter 574