

## PROPOSED TENURE REFORM COMPARISON

		Current System	Proposed System
<b>Performance and Expectations</b>	Performance Levels	Varies by districts; typically a basic two-level system of "Satisfactory" and "Unsatisfactory"	New four-level structure of "Exemplary," "Proficient," "Developing," and "Below Standard" linked to new evaluation and support system
	Expectations	"Satisfactory" is grounds for continued employment	Tenured teachers must demonstrate "Exemplary" or "Proficient" practice
<b>How You Earn Tenure</b>	Time	4 Years; tenure awarded by default	3 to 5 Years; tenure is earned on basis of performance and must be sustained
	Rating Requirement	Satisfactory service	<b>Two</b> exemplary evaluations in <b>30 school months</b> -OR- Combination of <b>three</b> proficient or exemplary evaluations in <b>50 school months</b> in the new evaluation system
<b>Probationary Period</b>	Length	90 days; "at will"	Extended to 1 year; "at will"
<b>Standard for Dismissal</b>	Standard	"Incompetent"	Replaces "Incompetent" with " <b>Ineffective</b> " and adds " <b>Unprofessionalism</b> " as grounds for dismissal. "Ineffective" is defined in statute and linked to evaluation system.
<b>Appeals Process and Length</b>	Due Process	Yes ("arbitrary and capricious" standard followed by "for cause" standard)	Yes ("arbitrary and capricious" standard followed by "for cause" standard)
	Hearing	Hearing by local board of education or 3-person panel	Single impartial arbitrator (to reduce time and cost)
	Scope and Time	Hearing considers questions of fact as well as the ineffective decision; 75 days of testimony or more	Limited to whether the evaluation and support process was followed properly; hearings limited to 30 days including 8 hours of testimony