

Wilson County Board of Education

Policy Description: Procedure for Granting Tenure Page 1 of 2	Policy Number: 5.117	Amended Date: 04/07/08
	Rescinds: 200 p. 33	Issued: 02/08/79

1 The Board of Education will grant tenure only to those teachers who can present documentation of a record of
2 excellence as a teacher and who are determined by State guidelines to be considered a “highly qualified” teacher
3 or those making appropriate progress toward achieving that status. The Director of Schools is responsible for
4 documenting and presenting the recommendation for tenure to the Board of Education.¹

6 Documentation of a record of excellence in teaching may include but are not limited to:

- 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
 - 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; and
- 16 6. Other indicators of effectiveness may be included.

18 The following additional guidelines will apply:

- 20 1. The decision as to whether or not to grant tenure is solely within the discretion of the Board of
21 Education;²
- 22 2. The Director of Schools will recommend persons eligible for tenure at a board meeting in time for the
23 Director of Schools to provide notice of non-renewal to each teacher not granted tenure prior to April 15
24 of the year of eligibility;³
- 25 3. Only those teachers who receive a majority vote of the membership of the Board will be granted 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.

¹ TCA 49-2-301(b)(1)(J)

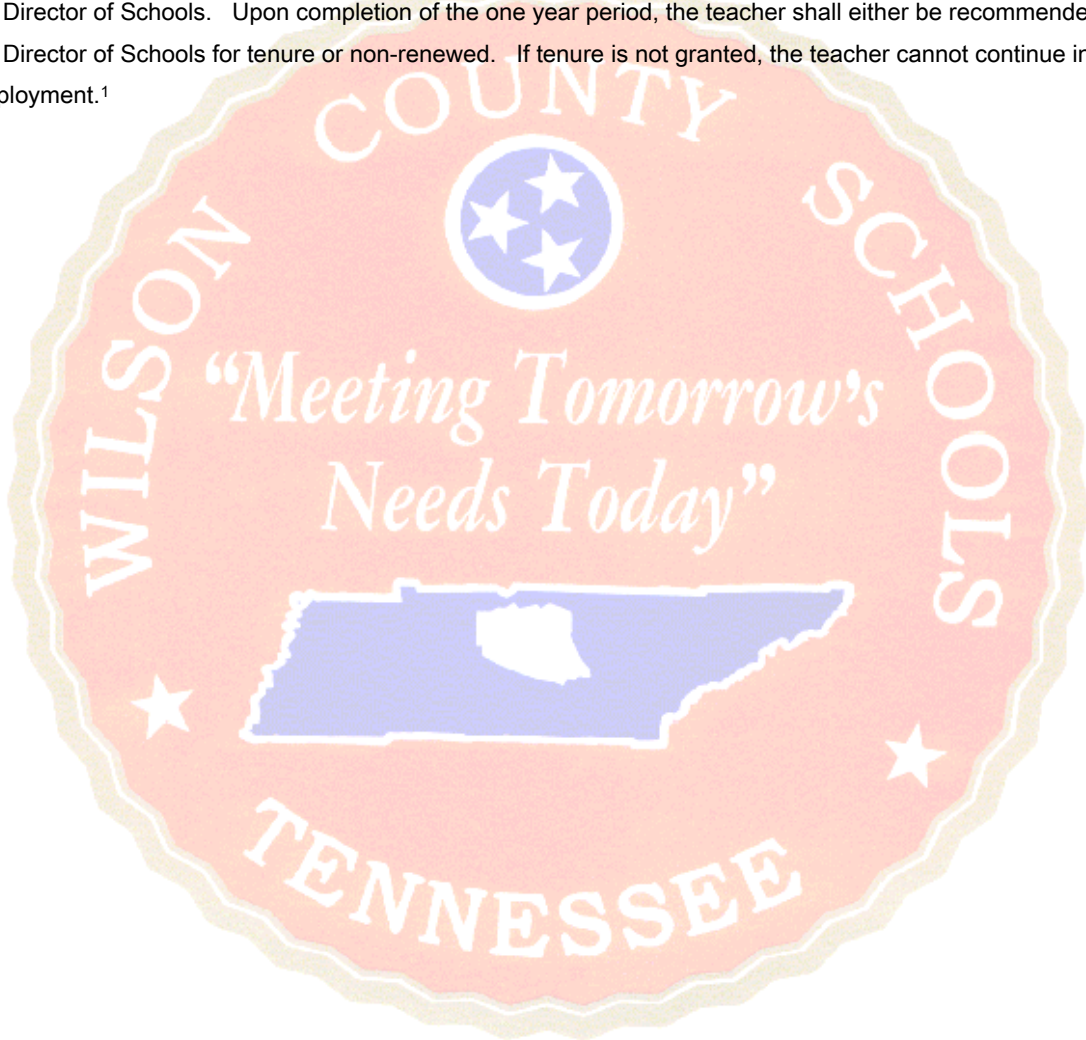
² TCA 49-2-203(1)

³ TCA 49-5-504

- 1 5. A teacher, who is eligible for tenure, but tenure is denied, shall not be rehired beyond the contract year.
- 2 6. No person who is eligible for tenure who has not been granted tenure by the Board of Education shall
- 3 be employed in the school system in any position which requires a license.

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5 **TEACHER RETURNING TO EMPLOYMENT**

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7 A teacher who has attained tenure status in the school system and later resigns shall serve a one year
8 probationary period upon reemployment, unless the probationary period is waived by the Board upon request of
9 the Director of Schools. Upon completion of the one year period, the teacher shall either be recommended by
10 the Director of Schools for tenure or non-renewed. If tenure is not granted, the teacher cannot continue in
11 employment.¹



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¹ TCA 49-5-504(d)