

SCHOOL BOARD WORK SESSION: 1.17.17

To: Germantown Municipal School Board

Purpose: 1) Provide a Tenure Status Update & 2) Provide an update on the Teacher Leader Network and the grant money associated with this “*Network.*”

From: Dan Haddow

Date: January 17, 2017

Topic 1- Tenure

- I. **Tenure:** “An employment status” defined by law
 - a. Old Tenure: Pre July 1, 2011
 - i. Preserved unless proven to be inefficient, incompetent, immoral, or insubordinate
 - ii. Due Process Rights are a guarantee
 - b. New Tenure Law: Post July 1, 2011
 - i. Tenure granted reflective of performance scores
 1. Level of Overall Effectiveness (LOE) is a 4 or 5 during the last two years of a 5-year probationary period.
 - ii. Teachers *may* be returned to probationary status as a result of receiving two (2) consecutive years of evaluations demonstrating an overall performance level that is “below expectations - 2” or “significantly below expectations - 1.”
- II. **Primary Purpose:**
 - a. Job Protection:
 - i. Secure loyalty from high performing teachers
 - ii. Secure commitment from professionals in a people intensive work field
- III. **Process:**
 - a. Review of all certified staff members who have been identified of having 7 years past experience
 - i. Identify if these members have had 5 years of experience within the last 7 years
 - ii. Identify if these members fall under the “Old tenure law” or “New Tenure Law”
 1. We have hired certified staff members who worked outside of GMSD and were granted tenure by their old system:
 - a. Probationary status with us for two years and then **tenure reinstatement** will be granted through official notice in the form of a letter.
 - iii. Identification list of new tenure law certified staff members who have met the criteria for tenure was sent to Principals for their review:
 1. To communicate with staff members in an effort to inform and find if there have been any oversights.
 2. Once confirmed, the finalized list will be presented to the School Board.
 3. These recognized tenure recipients will be invited to a celebration in their honor.

References:

- 1) Chapter 70 of the Public Acts of 2011 (PC70)
- 2) TCA Code: 49-5-501
- 3) TCA Code 49-5-503

Topic II- Tennessee Teacher Leader Network

- Grant money has been provided by our Tennessee Department of Education for our system's participation in the Tennessee Teacher Leader Network. By definition, and way of introduction, our participation was established by accepting this invite: *We invite your district to join 28 other district teams to become part of the Tennessee Teacher Leader Network for the 2016-17 school year. The purpose of the network is to consider the learning goals and needs of your district and to develop and/or refine a teacher leader staffing model that addresses these needs. The models that emerge can then be shared with other districts across the state and serve as leading examples of how effective teachers can serve in providing high-quality, relevant, and ongoing professional learning related to implementation in three critical areas: • Tennessee content standards • Teacher and principal evaluation and professional learning • Response to Instruction and Intervention (RTI2).*
- Four (4) GMSD participants have been working as a cohort and meeting with other Teacher Leaders throughout the state of Tennessee since this past Fall.
- These four (4) participants are Joseph Bond (Principal), Shamira Davis (Professional Development Coordinator) Joye Phipps (Response to Intervention Coach/Dogwood)) and Courtney Watkins (Response to Intervention Coach/Houston Middle School). They have and/will continue to meet with other districts through Tennessee.
- **Program's overview** includes the following objectives:
 - **Stage one** is for districts that are seeking to create a comprehensive district teacher leader model and currently do not have well-defined teacher leader pathways and roles throughout all schools.
 - Future ambitions: 1) The Tennessee Teacher Leader Network will create effective, shareable, and scalable teacher leader models to share with other districts and CORE regions. 2) The Tennessee Teacher Leader Network will build upon the work of the 28 existing district members to further strengthen a network comprised of like-minded districts.
- Mr. Jones' financial report will cover the grant money as it is my recommendation that this money be used as a stipend with the amount divided equitably amongst the four (4) participants in this Teacher Leader Network.