Steps Necessary to Remove a Tenured Teacher in Missouri

1. Identify a low-performing teacher

2. Teacher receives a Notice of Deficiency

3. Teacher given **30** days to improve

4. Teacher improves – keeps job
   - Teacher does not improve

5. Written notice of a hearing with a copy of charges mailed to teacher

6. Teacher does not request a hearing within **10** days of notice
   - Board terminates

7. Teacher requests a hearing within **10** days of notice

   - Hearing must occur between **20** and **30** days after charges are delivered

8. The board shall provide a written decision to the teacher within **3** days.