

**ORANGE COUNTY
BOARD OF EDUCATION
AGENDA ITEM ABSTRACT**

Meeting Date: November 7, 2011

**AGENDA
ITEM No.** 11-11-16

ACTION ITEM: (Y/N) Y

SUBJECT: Career Status # 7410 Revised – 1st Reading Approval

INFO. CONTACT: Ms. Marcie Holland **PHONE:** 919-732-8126

ATTACHMENT: 1. Career Status Policy # 7410.

PURPOSE: To revise the Career Status Policy #7410.

BACKGROUND: Revised policy # 7410 has been updated to reflect State Board of Education policy changes that specify that teachers who are not rated "proficient" on all standards on their evaluation are not eligible to receive career status at the end of their probationary period.

Other changes to this policy are editorial and are based on recommendations from counsel to clarify the high standards of performance expected by the Board. It also removes the redundancy related to nonrenewal of teachers, which is spelled out in Orange County Schools' policy # 7949: Probationary Teachers: Nonrenewal.

This policy has been reviewed by counsel.

FINANCIAL IMPACT: None.

RECOMMENDATION: The Superintendent recommends the Board of Education approve the revised Career Status Policy #7410 for first reading approval.

*Rescinds Policy Number:**Issued: 08/02/1999, 04/19/2004, 12/03/2007, 12/07/2009*

The board recognizes that an effective staff is critical to the smooth operations of the school district and to creating a learning environment where students can succeed. The board further believes that students will not excel in performance unless those who most directly affect students, including school administrators, teachers and other licensed professionals, excel in their performance.

A. *Standard for Career Status*

Career status with this system should be reserved for individuals of proven ability who strive for excellence. It is the intent of the board to grant career status only to those teachers who, based upon the superintendent's recommendation, exhibit a pattern of teaching behavior that exemplifies above-average performance at the end of the probationary period. The superintendent must be able to substantiate any recommendation for career status with evaluation data, as described in policy 7810. Career status will not be granted unless the board is satisfied that the probationary employee has met the standards established by the board. Career status may be denied on any legally permissible basis following statutorily prescribed procedures.

A teacher may not be recommended for career status unless the teacher was rated at least "proficient" on all standards of the teacher's most recent summative rating form. The Board seeks performance in excess of "proficient" and seeks to employ and retain professionals who are performing at the highest levels of competence.

B. *Election of a Teacher to Career Status*

~~When a teacher has been employed in the school system for four consecutive years, The board, near the end of the fourth year a teacher's probationary period, will vote on whether to grant the teacher career status. The awarding of career status is not an entitlement based on four consecutive years of service, but a status which may be earned through the exhibition of high performance during a teacher's probationary period. A teacher who has obtained career status in any North Carolina public school system and either changes school systems or returns to teaching after leaving the profession will be required to serve a one-year probationary period, except when the board determines that a shorter probationary period is more appropriate to meet the needs of the system.~~

At least 30 days prior to the board meeting in which career status will be considered, the superintendent will submit to the board a list of the names of any teachers who are eligible for career status. The superintendent will also make the names available to teachers and the public. Any teacher who believes he or she should be eligible for career status but whose name does not appear on the list should notify the superintendent immediately, but must notify the superintendent no later than ten days before the board meeting. The board will vote on whether to grant career status to a teacher and will give the teacher written notice of the decision by June 15.

An employee who has obtained career status with the school district is expected to continue to strive for excellence, meet all performance standards established by the board, and pursue appropriate professional development, as provided in policy 7800, Professional Development and Assistance. Any employee who is unable or unwilling to meet reasonable standards of the board may be subject to demotion or dismissal, as provided in policy 7930, Professional Employees: Demotion and Dismissal.

~~For all proceedings initiated after August 31, 2010, all teachers eligible for career status have the right to a hearing before the board if the superintendent recommends that the board not grant the teacher career status for any reason other than a reduction in force. By no later than May 15, the superintendent shall provide written notice to the teacher of the superintendent's intent to recommend not granting career status and of the teacher's right, within 10 days of receipt of the superintendent's recommendation, (1) to request and receive written notice of the reasons for the superintendent's recommendation and the information that the superintendent may share with the board to support the recommendation; and (2) to request a hearing if the superintendent recommends not to grant career status for any reason other than a reduction in force. The failure to file a timely request within the 10 days shall result in a waiver of the right to this information and any right to a hearing.~~

~~If a teacher who is entitled to a hearing files a timely request, the superintendent shall provide the requested information and arrange for a hearing. At the hearing the teacher shall be permitted to submit supplemental information to the superintendent and board prior to the board making a decision or holding a hearing.~~

Legal References: G.S. 115C-47(18), -325; *State Board of Education Policy TCP-C-004*.

Cross References: Professional and Staff Development (policy 7800), Evaluation of Licensed Employees (policy 7810), Professional Employees: Demotion and Dismissal (policy 7930)