



Challenging Minds. Building Character. Inspiring Excellence.



Tenure: Understanding Ardsley's Tenure Process

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Introduction:

- 1) Significant accomplishment
- 2) Job security and due process
- 3) Secure and retain talented and dedicated professionals
- 4) Serious responsibility of administrators, assistant superintendents, superintendent, and BOE
- 5) Comprehensive and multiyear endeavor



1) Probationary Period

- Rigorous Recruitment and Hiring Process
- Orientation and Professional Support
- Ongoing Professional Development





2) Professional Standards

- ❑ Performance gauged against professional standards and best practices
- ❑ Charlotte Danielson's "Framework for Teaching" is used to evaluate and guide teachers
- ❑ Interstate School Leaders Licensure Consortium (ISLLC) Standards are used to evaluate and guide administrators



3) Evaluation Inputs

- ❑ Formal and informal evaluations, end of year evaluations, and an annual administrative review panel
- ❑ Ongoing monitoring and support
- ❑ The Superintendent and Board will invite and encourage feedback from our learning community



4) Final Year of Probation

- Names of tenure candidates are posted on district website
- BOE trustees review observation/evaluation files
- Community is invited to provide feedback (Dec./Jan.)
- Administrative team presents tenure recommendations to BOE - final year (Feb./Mar.)
- Administrative team discusses pre-tenure candidates with BOE - all other years (Apr./May)
- Discussions and final tenure decisions (May)



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Conclusion:

- 1) Process is rigorous and commensurate with the importance of the achievement and high expectations in Ardsley.
- 2) When areas of growth/weakness are identified, every effort is made to strengthen.
- 3) It is not a given that all probationary teachers/administrators attain tenure. Candidates are continually evaluated throughout the probationary period.
- 4) Upon receiving tenure, candidates continue to receive supervision, evaluation, and professional development.