



# LANSING

## Central School District

# Tenure Process

**Update: 2/13/2017**

**Update: 2/8/2016**

**Update: 2/11/2015**

**Update: 1/22/2014**

**Initial: 1/28/2013**



## *What is tenure?*

Tenure is an employment status a teacher or administrator may earn by successfully completing a period of probationary employment. And then, upon the superintendent's recommendation, being granted this status by the school board of education.

Teachers and administrators that receive tenure have earned the right to be free from discipline or dismissal, except for just cause to be proven by school officials in a due process hearing under section 3020-a of Education Law.



## *Tenure Process – Probationary Period*

*The probationary period is 4 years for most teachers/ administrators.*

However, there are two exceptions to the general rule for teachers only:

1. A teacher who has previously received tenure in another public school district, is entitled to a shortened 3-year probationary period.
2. A teacher who serves as a regular substitute for at least one semester immediately preceding an appointment to a probationary position in the same tenure area is entitled to have up to two years of the prior substitute service applied toward completion of the probationary period. (Referred to as Jarema Credit)



Teacher and administrator tenure recommendations should be based on a review of a probationary teacher or administrators complete service history and should take multiple points of evidence into account.

1. Multiple points of evidence
2. Over multiple years



## Tenure Evaluation Instrument – Component of APPR



Planning &  
Preparation



Classroom  
Environment



Instruction



Professional  
Responsibilities

### Domain 1: Planning and Preparation

- 1a - Demonstrating Knowledge of Content and Pedagogy
- 1b - Demonstrating Knowledge of Students
- 1c - Setting Instructional Outcomes
- 1d - Demonstrating Knowledge of Resources
- 1e - Designing Coherent Instruction
- 1f - Designing Student Assessments

### Domain 3: Instruction

- 3a - Communicating With Students
- 3b - Using Questioning and Discussion Techniques
- 3c - Engaging Students in Learning
- 3d - Using Assessment in Instruction
- 3e - Demonstrating Flexibility and Responsiveness

### Domain 2: Classroom Environment

- 2a - Creating an Environment of Respect and Rapport
- 2b - Establishing a Culture for Learning
- 2c - Managing Classroom Procedures
- 2d - Managing Student Behavior
- 2e - Organizing Physical Space

### Domain 4: Professional Responsibilities

- 4a - Reflecting on Teaching
- 4b - Maintaining Accurate Records
- 4c - Communicating with Families
- 4d - Participating in a Professional Community
- 4e - Growing and Developing Professionally
- 4f - Showing Professionalism



## *Process of Providing Feedback*

Please provide feedback regarding your experiences at Lansing Central School District to your child's classroom teacher, supervisor, principal, administrator, Board of Education member and/or superintendent.

You may submit feedback in a variety of ways:

1. Email – check the district website for our staff directory
2. US Mail – Addresses to each building on webpage
3. Conference – Schedule a meeting
4. Phone call – Phone numbers listed in staff directory



## *Recommendation by Superintendent to the Board of Education*

The superintendent recommends tenure to the Board of Education and shares evidence with the BOE regarding his/ or her recommendation.



# Lansing Central School District

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## **Raymond C. Buckley Elementary School**

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## **Lansing Middle School**

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## **Lansing High School**

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