

# Policy

## Board of Education Randolph

NO. 420.0 PERSONNEL

### DISMISSAL OF A TENURE TEACHER FOR INEFFICIENCY

It is the duty of the Board to protect the pupils of this district from the classroom influence of inefficient teachers. For purposes of this policy the Board defines inefficiency as activity unproductive of desired results either by reason of the wasteful use of time or energy, or as a lack of sufficient ability to accomplish the desired end.

For a tenure teaching staff member of this system to be charged by the Board with inefficiency, the following conditions must be demonstrated by the superintendent:

1. the teacher was aware of the results expected of him/her at the start of his/her assignments.
2. the teacher was found to be wanting by teaching staff members qualified to perform evaluations using generally endorsed professional methods.
3. the teacher was given written notice by the superintendent upon order of the Board of the alleged inefficiency, specifying the nature thereof with such particulars as to furnish the teacher an opportunity to correct and overcome the same.
4. the teacher was found at least ninety (90) days after being given notice (but less than 135 days) still to be inefficient in the performance of his/her duties.

Upon determination of the preceding conditions by the superintendent and following the determination by the Board in accordance with statute that the charge and the evidence in support of the charge are sufficient, if true in fact, to warrant a dismissal or a reduction in salary, the Board shall certify the charges of inefficiency to the Commissioner.

DATE ADOPTED: December 14, 1976 DATE REVISED: