

P4219 TEACHER DISMISSAL

BOARD POLICY:

Principals have the delegated responsibility for initiating administrative action related to the dismissal of assigned teachers. Classroom instruction and welfare of children are to be primary considerations in recommending to the Human Resources Division the retention or dismissal of a teacher. Principals have a responsibility to teachers in assuring the observance of their legal and professional rights as employees of the school district and to encourage teachers to exercise these rights.

Administrative Implemental Procedures:

1. Precautions are taken to assure that proper evaluative procedures have been followed.
2. Supportive data are maintained for recommendations.
3. Appropriate conferences are held at various administrative levels in an effort to resolve the problem(s).
4. Give reasonable opportunity for improvement prior to making a recommendation for termination or for nonrenewal of a teacher's contract.
5. Observe statutory requirements applicable to termination proceeding.
6. An assistant superintendent or principal may initiate a recommendation for dismissal outside of the regular procedural policies if such dismissal is in the best interest of the pupils and/or the school system in accordance with statutes and Board policy.

Administrative Responsibility: Human Resources

Latest Revision Date: November 2005

Previous Revision Date: July 1994 P4219