

Know The TRUTH About TENURE

Tenure is *EARNED* not GIFTED

What does tenure mean for:

Novice Teachers

- Novice teachers work three probationary years before earning tenure.
- Novice teachers are evaluated by administrators, formally and informally, mentored by veteran teachers and trained in educational strategies.
- Novice teachers can be dismissed for any reason.
- Many novice teachers do not earn tenure or remain in the profession.
- **Administrators** grant tenure to teachers not unions.
- **The tenure law works!** It allows administrators three years to determine a teacher's ability.

Veteran Teachers

- Tenure is not a lifetime job guarantee.
- The tenure law provides a *fair—due process system for dismissal of teachers*.
- The tenure law provides a clear process for firing a teacher.
- The tenure law process protects teachers from arbitrary dismissal for political agendas and from nepotism.
- Every year **teachers lose their tenure** or are forced to resign because of performance.
- **The tenure law works!** It keeps good teachers in communities and allows for the dismissal of poor teachers.

Listen to the FACTS NOT the Spin!

Keep Good Teachers in Your Communities.