

PRESS RELEASE

For Immediate Release

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ARE WE HOLDING TEACHERS ACCOUNTABLE? NEW ONLINE TOOL SHINES LIGHT ON TEACHER TERMINATION, TRANSFER POLICIES.

*Transfers, Termination of Employment and Grievances Data Are Now a
Part of the NCTQ Teacher Personnel Policy Database for the 50 Largest
U.S. School Districts*

Washington, D.C. – As the 2006-2007 school year comes to an end, many parents across America are wondering if, next year, their children will be taught by effective teachers.

For parents who have struggled to understand how teachers are held accountable for classroom performance, a new resource is shining the light on teacher termination, transfer and grievance policies throughout America.

Today, the National Council on Teacher Quality added three key components to the groundbreaking TEACHER RULES, ROLES AND RIGHTS (www.nctq.org/cb) database—the only national database that allows users to compare 300 distinct provisions from school district policies from America’s 50 largest school districts. Users can compare teacher salaries, school year schedules, tenure issues and much more.

“With the addition of this information to the database, we think this is the most in-depth resource available for information about teacher personnel policies,” said Kate Walsh, NCTQ president. “It is a one-of-a-kind tool that is already being used by the education community to evaluate what is working and what can be improved so that American kids are getting the most qualified teachers in their classrooms.”

The new **Transfer** data includes nearly 40 distinct analyses. These analyses are dissected along the lines of voluntary transfers, excessing and involuntary transfers to help users understand this complex and contentious area of personnel policy. These issues are some of the most controversial when it comes to union and district level education reform. Often teachers

with greater seniority, regardless of classroom performance, are given priority in placement decisions.

Grievance data looks at the process for resolving disputes between employees and employers regarding the interpretation and implementation of the collective bargaining agreement and district policies. This process can be quite lengthy and costly – it can take anywhere from 2 weeks to 2 years to fully resolve.

The final addition to the database focuses on teacher **Termination of Employment Provisions**, which encompasses two smaller but nonetheless critical areas: (1) layoffs or reduction in force, which occurs when a district must reduce its teaching staff due to reasons not attributed to individual performance, but rather a change in student enrollment or budget cuts; and (2) how a school district can fire a poorly performing teacher—and what this process looks like for teachers on a continuing contract (tenured) as well as teachers on a provisional contract (untentured).

To access the free database, go to www.nctq.org/cb.

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About TEACHER RULES, ROLES AND RIGHTS

The TEACHER RULES, ROLES AND RIGHTS database allows users to compare and identify trends in over 300 distinct provisions in these critical documents- all in one click. The database contains data from the nation's 50 largest public school districts—districts that serve 8.2 million students, hire almost 500,000 teachers and operate nearly 11,000 schools. The portal is the first of its kind- empowering users to compare nearly 300 distinct provisions in agreements that impact the day-to-day operations of school districts and inform strategic decision-making.

About the National Council on Teacher Quality

The National Council on Teacher Quality advocates for reforms in a broad range of teacher policies at the federal, state, and local levels in order to increase the number of effective teachers. We are committed to increasing public awareness about the three sets of institutions that have the greatest impact on teacher quality: state departments of education, teacher preparation programs, and teacher unions.

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