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## Nyc teacher tenure portfolio examples

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Gaining tenure is a significant milestone for public school teachers in New York State. It provides job security and protection against unjust termination. To achieve tenure, educators must complete their four-year probationary period and meet specific requirements. These include being recommended by their principal, granted tenure by their superintendent, maintaining an acceptable service record during their probationary period, and staying on track to fulfill state certification and city licensing requirements. Even with tenure, failure to meet New York State certification requirements can lead to termination. To prepare for the tenure decision, educators should know their tenure date, confirm their license code matches their teaching subject and level, and review their work with their principal in advance. The Tenure Decision-Making Framework emphasizes multiple measures of teacher effectiveness across three categories: student learning, teacher practice, and professionalism. Educators can organize their information using physical or digital portfolios. If a principal asks to extend the probationary period, educators should consult their chapter leader or UFT representative to ensure their rights are protected. There are two ways to reduce the probationary period: Jarema Credit, which allows regular substitute teachers to shorten their probationary period by up to two years; and "traveling tenure," which grants a one-year reduction in the probationary period for educators who have received tenure from the DOE or another New York State school district. If you think you're eligible for Jarema Credit or Traveling Tenure and it hasn't been recognized, apply immediately. For either option or questions, contact the union at 212-331-6311. The UFT offers tenure workshops in its borough offices; check the events calendar for details. Being appointed to a new license starts a new four-year probationary period. If you were previously granted tenure elsewhere or already under this license, your probationary period can be reduced. However, if there's an excessing situation while you're still within your probationary period, you'll be considered junior to other employees in the same license who've completed their probation, regardless of your seniority. Exceptions apply in certain licenses (SWD, ENL, Bilingual, Library, and Theatre), allowing credit for years under the previous license or completing probation after one year and a day. Note that longevity with the DOE remains unchanged when switching licenses. Always consult an educational liaison before switching licenses to understand how it affects you and ensures proper procedure. Tenure vs. completion of probation: the primary difference is that tenure requires a permanent or professional NYS teaching certificate matching the NYCDOE license. Members can complete probation without achieving tenure until they receive the required certificate. After completing probation, members cannot be disciplined or terminated without due process for reasons other than failure to complete their professional certificate requirements. Tenure means you may not be disciplined or terminated without due process for reasons other than failure to complete your professional certificate requirements. As a tenured teacher, you have the right to a hearing before an independent arbitrator regarding any charges brought against you. Reasons to Achieve Tenure: A Rigorous Process. To get tenure, I must meet four criteria: principal recommendation, superintendent approval, acceptable service during probation, and completion of certification and licensing requirements. The process is milestone-based, with three key points: permanent or professional state certification, service evaluation, and completing probation. Eligibility for tenure involves demonstrating sustained effective performance throughout the entire probationary period, meeting specific school grade and NYC license requirements. The Department of Education (DOE) assesses performance using multiple measures. Principals must provide written reasons for extending a probationary period upon request from employees. Tenured educators enjoy due process rights, including the right to a hearing before an independent arbitrator regarding any charges brought against them. This protects employees from arbitrary or political terminations. Note: I won't receive tenure if I resign after four years of teaching unless I return for at least part of the following year. Traveling tenure can reduce my probationary period if I transfer to a new license area, and Jarema credit may be available if I worked as a regular substitute or appointed teacher in the same license area. You're cleared for approval. Eligibility for up to two years of Jarema Credit is now available to you, excluding per diem days from consideration. You can submit a request through the DOE's form to have your probationary service period shortened.