



Ensure Students Have Safe and Effective Educators

By Improving the Process for Reviewing Cases When Teachers are Fired from Public Schools

Currently, tenured educators who are removed from their jobs can appeal that decision through a process known as a “tribunal.” In that process, a tribunal made up of a teacher, an administrator, and a lay person review the educator’s case and can overturn the decision to remove them from their job. These tribunals have been inconsistent and often overturn decisions that were made in the best interest of student success and safety.

Students’ safety and educational success depends on educators who work effectively with children:

Ensure schools are safe places to learn and committed to student success

The current tribunal process often allows school administration decisions to be overturned when they fire employees who have exhibited misconduct, endangered children’s safety, or had consistently poor performance. A review of past tribunal cases shows that the majority of those who request a tribunal are due to misconduct, most often sexual misbehavior, theft, substance abuse, or inappropriate interaction with students.

Implement a more consistent system that still allows thorough consideration of an educator’s case

A vast majority of the cases that went to a tribunal—more than 7 in 10 cases—overturned the teacher’s termination. A more balanced process could still provide ample opportunity to review the educator’s case while taking into account additional perspectives on the case.

Blueprint for Kentucky’s Children Solution:

Ensure students have educators who work effectively with children by implementing a balanced process for reviewing cases when teachers are fired from public schools.



kyyouth.org/blueprintky