

# Frequently Asked Questions Proposition 74

## The Governor's Anti-teacher Initiative

**What does Proposition 74 - the governor's "tenure" initiative - really do?**

It makes it even harder to recruit and retain quality teachers in our public schools by extending the current two-year probation period to five years. It also allows current permanent or "tenured" teachers to be dismissed for two consecutive unsatisfactory evaluations without the right to challenge the reports. At the same time, this measure does nothing to address the most urgent needs in our schools, such as smaller class sizes, adequate textbooks and a highly qualified teacher in every classroom.

**Do we need Proposition 74?**

No. This initiative is unnecessary. Existing law allows teachers to be fired for unsatisfactory performance, unprofessional conduct, criminal acts, dishonesty and conduct unfit for associating with children no matter how long they have been on the job.

**Don't California teachers have tenure that guarantees them a job forever?**

No, California teachers don't have tenure at all. What they have after two years of probation is due process rights. Simply put, teachers have the right to a fair hearing before being fired.

**Will Proposition 74 improve student achievement?**

No. Researchers at Stanford University have found no evidence to support the claim that lengthening the teacher probation period improves teacher performance or student achievement. Good teaching comes from mentoring, training and support — not from the kind of negative, punitive approach imposed by Proposition 74.

**Will Proposition 74 bring quality teachers to California's classrooms?**

No. Over the next 10 years, we will need 100,000 new teachers. Proposition 74 hurts our ability to recruit and retain quality teachers while doing absolutely nothing to improve either teacher performance or student achievement. Proposition 74 hurts young teachers the most. It will discourage young people from entering the teaching profession at this critical time.