

Exclusions from Student Growth Component	
School Counselor	
School Psychologist	
School Nurse	
School Social Worker	
Speech Language Pathologists (if non-teaching)	
LEAs and BCBAs	
Grouping	Dismissal Order
Group 1	Group 1
Non-Tenured Teacher who	at the discretion of the school District
(1) has not received a performance evaluation rating	
(2) is employed for one school term or less to replace a teacher on leave	
(3) is employed on a p/t basis	
Group 2	Group 2
Needs Improvement or Unsatisfactory performance evaluation rating	based on average of the evaluation ratings
on either of the teachers' last two performance evaluation ratings	lowest average rating is dismissed first
Group 3	Group 3
Teacher with at least a Proficient on both of the last two performance ratings, if two ratings are available	Seniority
OR on the last performance evaluation rating if only one rating is available	unless union contract states otherwise
Group 4	Group 4
Last two performance ratings are excellent	Seniority
teacher with two Excellent ratings out of the last three ratings with a third rating of Proficient	unless union contract states otherwise