

DIFFICULT

# Gwinnett County Public Schools (GA)

5/10

Though it's easier to dismiss an ineffective veteran teacher in Gwinnett County Public Schools than in some districts, the process remains difficult. Once teachers are granted tenure, the decision to dismiss them is highly vulnerable to challenge (though the timeline for dismissal is reasonable in theory).

## How hard is it to dismiss an ineffective veteran teacher in Gwinnett County Public Schools?

FACTOR	INDICATOR	DATA	SCORE
1. Does tenure protect veteran teachers from performance-based dismissal?	1a. Can teachers earn tenure or the equivalent?	Yes.	0/1
	1b. Do tenured teachers revert to probationary status if rated ineffective?	No.	0/1
2. How long does it take to dismiss an ineffective veteran teacher?	2a. What is the shortest amount of time it can take to recommend an ineffective veteran teacher for dismissal?	2ai. How frequently do veteran teachers receive an evaluation rating?	One year. (Teachers are evaluated annually, and an ineffective rating is considered evidence of incompetency. No remediation required.)
		2aii. How many times must a veteran teacher be rated ineffective to be placed in remediation?	
		2aiii. How long must veteran teachers be in remediation before they can be dismissed?	
	2b. How long is the grievance process, excluding arbitration?	There is no grievance process under Georgia law.	1/1
3. How vulnerable is an ineffective veteran teacher's dismissal to challenge?	3a. What is the minimum number of observations required to dismiss an ineffective veteran teacher?	At least six.	0/1
	3b. Can a veteran teacher appeal an evaluation if there are no acknowledged procedural violations?	No.	1/1
	3c. Can a veteran teacher appeal a dismissal decision or recommendation more than once, either within the district or externally?	Yes: first to the State Board of Education, then to the superior court of the county.	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?	Yes: first to the State Board of Education, then to the superior court of the county.	0/1
<b>Total points</b>			<b>5/10</b>

Note: All data were collected from the NCTQ's [teacher-contract database](#), the ECS's [fifty-state comparison of teacher-tenure policies \(2014\)](#), and from other district documents (including teacher contracts, board policies, and employee handbook) during the spring and summer of 2016.