

Snake River School District #52

PERSONNEL

Reduction in Force Procedure Rubric

5740PF

Name: _____

Location: _____

Subject of Instruction: _____

CRITERIA AND MEASURE	POINT VALUE	DATA SOURCE	TOTAL POINTS
TEACHER EVALUATION	____ Total Points Possible		
For every evaluation determination of exceeding expectations on District Evaluation	____ points		
For every evaluation determination of meeting expectations on District Evaluation	____ points		
PROFESSIONAL STANDARDS AND CONDUCT	____ Total Points Possible		
No documented offenses in violation of professional standards or District Policies.	____ points		
For each documented offense in violation of professional standards or District Policy, as documented through a reprimand, suspension, or other documented notation, subtract ____ points from the total possible points			

EDUCATIONAL CERTIFICATION AND CREDENTIALS	____ Total Points Possible		
[SELECT ONE: Highly qualified OR certified] in subject matter of instruction	____ points		
[SELECT ONE: Highly qualified OR certified] in hard to fill position as determined by board*	____ points		
[SELECT ONE: Highly qualified OR certified] in multiple subject matters of instruction	____ points per each subject matter of instruction for which [SELECT ONE; Highly Qualified or certified]		
Advanced Degree – MA/MS	____ points per degree		
Advanced Degree – Doctorate	____ points per degree		
Other Advanced Degree	____ points per degree		
National Board Certification	____ points		
Instructs in a course necessary for high school graduation requirements	____ points		
Instructs in course necessary for middle school advancement	____ points		
PROFESSIONAL CONTRIBUTIONS	____ Total Points Possible		
Lead Teacher	____ points		
[OPTIONAL: Master Teacher	____ points]		
Advisor of co-curricular activity	____ points		
Advisor of extracurricular activity	____ points		

TIE BREAKER CONSIDERATIONS			
Number of Certifications [SELECT ONE: for which highly qualified OR held]	____ points		
Years of service in the District	____ points		
TOTAL SCORE			

* Hard to Fill positions have been determined by the Board to include: _____