

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		

