

**REDUCTION IN FORCE
Staff Assessment Tool**

Certification

- Meets certification and highly qualified standards for assignment ___ 4 pts.
- Does not meet certification or highly qualified standards _____ 0 pts.
- Scope of academic certification _____ +2 pts.
- Scope of co-curricular certification _____ +1 pt.

Education

- BA _____ 1 pt.
- BA+12 _____ 2 pts.
- BA+24 _____ 3 pts.
- MA _____ 4 pts.
- MA +12 _____ 5 pts.
- MA+24 or more _____ 6 pts.

Experience

- 1-3 years _____ 1 pt.
- 4-7 years _____ 2pts.
- 8-11 years _____ 3 pts.
- 12+ years _____ 4 pts.
- In-district experience bonus
 - 5-10 years _____ +1 pt.
 - 11+ years _____ +2 pts.

Evaluation*

Average score in the range of 44-46
on Form B of the Negotiated Agreement _____ 13 pts.

Average score in the range of 47-49
on Form B of the Negotiated Agreement _____ 9 pts.

Average score in the range of 50-55
on Form B of the Negotiated Agreement _____ 4 pts.

Plan of Assistance within the last three _____ 3 pts.
(3) years that has been successfully
completed.

Currently on Plan of Assistance _____ 1 pt.

On Notice within the last three (3) years
that has been successfully remediated _____ 0 pts.

Evaluation*

Performance in the Proficient/Distinguished range 13 pts.

Performance in the Basic range 9 pts.

Performance in the Unsatisfactory range 4 pts.

Administration Recommendation*

Very high recommendation _____ 6 pts.

High recommendation _____ 4 pts.

Good recommendation _____ 2 pts.

*Recommendations are made by the building principal/program director who supervises the teacher.

Maximum number of points: 38 35

Minimum number of points: -4 8

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