

REDUCTION IN FORCE



STAFF PROFILE FORM

Name: _____ Site: _____ Fiscal Year: _____
 (Please print)

1. **Disciplinary Action** - (refers ONLY to written reprimands and suspensions without pay received by you) Begin with 25 total possible points for this section:

Subtract the number of reprimands in last three years x 8 points: _____ x 8 = - _____

Subtract the number of suspensions in last three years x 25 points: _____ x 25 = - _____

Total calculated points Section 1: 25 - _____ = _____
 (Total points from above) (Not less than 0 points)

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2. **Teacher Evaluation** – Write in the average Domain score from your final evaluation for each of the last two years for each Domain and then write in the correlating point score. If you have not had two final, year-end evaluations, include ratings from the last two evaluations. If you have only had one evaluation to date, provide the data from that single evaluation. List the date of each evaluation.

Date of Eval.: _____ (Most Recent Final Eval.) (15 points possible)	
Evaluation Score	Points
Domain 1	
Domain 2	
Domain 3	
Domain 4	

3.5 - 4.0 = 15 points
3.0 - 3.4 = 10 points
2.0 - 2.9 = 5 points
1.5 - 1.9 = 3 points
1.0 - 1.4 = 0 points

Date of Eval.: _____ (Next Most Recent Final Eval.) (10 points possible)	
Evaluation Score	Points

3.5 - 4.0 = 10 points
3.0 - 3.4 = 8 points
2.0 - 2.9 = 5 points
1.5 - 1.9 = 3 points
1.0 - 1.4 = 0 points

Total Calculated Points Section 2: _____

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3. **Student Achievement** - Using the same evaluation(s) used earlier in Section 2, place your student achievement data. For A teachers, enter your **Classroom Academic Growth** value from Domain 5. For B teachers, enter your **School Academic Growth** value from Domain 5.

Student Achievement Value Date of Eval.: _____ (Most Recent Final Eval.) 15 points Possible		Student Achievement Value Date of Eval.: _____ (Next Most Recent Final Eval.) 10 Points Possible	
Student Achievement Value	Points	Student Achievement Value	Points

3.5-4.0= 15 points
3.0-3.4= 10 points
2.0-2.9= 5 points

3.5-4.0 = 10 points
3.0-3.4 = 8 points
2.0-2.9 = 5 points

Total Calculated Points Section 3: _____

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4. **Certification** - Please indicate (check) the *certifications you possess* in which you would be willing to accept a teaching assignment.

_____ Elementary (5 points) (If you are not including a middle school content area endorsement below).

_____ Secondary (3 points)

Please list approved areas and endorsements you hold *in which you would be willing to accept a teaching assignment (include content areas and professional endorsements)*. Add two points for each listing.

_____ (2 points)

_____ (2 points)

_____ (2 points)

_____ (2 points)

_____ (2 points)

_____ (2 points)

Additional Endorsement points (attach additional page if needed, 2 points each)

Do you have National Board Certification? _____ (if yes, add 2 points)

Do you have a Masters Degree in Education or your teaching content area? _____ (if yes, add 2 points)

Do you have a Masters Degree +15 credits? _____ (if yes, add 1 point)

Do you have an Educational Specialist Degree? _____ (if yes, add 1 point)

Do you have a Doctoral Degree in education or your teaching content area? _____ (if yes, add 2 points)

Total Calculated Points Section 4: _____

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5. **Teaching Experience** - Circle the appropriate points corresponding to your years of experience in each category below:

Experience in your current content area	Points	Experience Teaching in Ariz.	Points	Experience Teaching Out of State	Points
1-3 years	1 pt	1-3 years	1 pt	1-3 years	1 pt
4-6 years	2 pts	4-6 years	2 pts	4-6 years	2 pts
7-9 years	3 pts	7-9 years	3 pts	7-9 years	3 pts
10-12 years	4 pts	10-12 years	4 pts	10-12 years	4 pts
13-15 years	5 pts	13-15 years	5 pts	13-15 years	5 pts
16-18 years	6 pts	16-18 years	6 pts	16-18 years	6 pts
>18 years	7 pts	>18 years	7 pts	>18 years	7 pts
Multiply points by specified weights:	___ x2 = ___		___ x1.5 = ___		___ x .75 = ___
Total Points (Sum of weighted points from all three columns):					

Note: If you taught in another content area at your current school site in the last three school years, you may complete an additional form for that content area for consideration of retention/placement in that content area.

Total Calculated Points Section 5: _____

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6. **Attendance** - Circle the total number of sick leave days which you personally took (do not count days you donated to someone else or any days you sold back in the Sick Leave Buyback Program) during last fiscal year 2024-2025). If you were not employed by Amphitheater last year, circle the days taken this current year to date. (Do not include absence during board-approved leaves of absence (FMLA) including intermittent FMLA leaves of absence). Count the points associated with the number of days selected:

Less than 8 days: 5 pts
 8-9 days: 4 pts
 10-11 days: 3 pts
 12-13 days: 2 pts
 14-15 days: 1 pt
 More than 15 days: 0 pts

Sick days used in 2024-2025 _____

Total Calculated Points Section 6: _____

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Final Total Points Calculation

Total Calculated Points Section 1	
Total Calculated Points Section 2	
Total Calculated Points Section 3	
Total Calculated Points Section 4	
Total Calculated Points Section 5	
Total Calculated Points Section 6	
Final Total Calculated Points from All Sections Above	

I attest that the information I have provided above is accurate and complete.

Signature of Teacher Completing this form

Date