

# GCQA-E

## EXHIBIT

### PROFESSIONAL STAFF REDUCTION IN FORCE

#### REDUCTION IN FORCE STAFF PROFILE FORM

Name: \_\_\_\_\_ Site: \_\_\_\_\_ Fiscal Year: \_\_\_\_\_  
(Please print)

Principal HR  
Verification Verification

#### Section 1: Evaluation (Maximum 60 Points)

As required by A.R.S. § 15-537, teacher evaluations include the use of quantitative data on the academic progress for all students, which shall account for between twenty percent and thirty-three percent of the evaluation outcomes. There are four performance classifications in a teacher evaluation: highly effective (4), effective (3), developing (2), and ineffective (1). Certificated employee evaluations similarly use a 4-3-2-1 rating system.

Place a checkmark to indicate your rating from your final evaluation for each of the last two years. If you have not had two final, year-end evaluations, include ratings from the last two evaluations. If you have only had one evaluation at Amphitheater Public Schools to date, provide the data from that single evaluation in Column A. List the date of each evaluation.

| Column A   | Column B   |
|--|--|
| Most Recent Final Evaluation Year:   | Next Most Recent Final Evaluation Year:  |
| Circle Evaluation Rating Received That Year<br>4 or Highly Effective - (4 points)<br>3 or Effective - (3 points)<br>2 or Developing - (2 points)<br>1 or Ineffective - (1 point) | Circle Evaluation Rating Received That Year<br>4 or Highly Effective - (4 points)<br>3 or Effective - (3 points)<br>2 or Developing - (2 points)<br>1 or Ineffective - (1 point) |
| Multiply Evaluation Rating Points Identified for Column A x 7.5:   | Multiply Evaluation Rating Points Identified for Column B x 7.5:   |

Total Calculated Section 1 Points (Column A + Column B): \_\_\_\_\_

(Princ.) (HR)

#### Section 2: Certification (Maximum 30 Points)

- Please place a checkmark in the appropriate blank below to indicate the *certifications you possess in which you would be willing to accept a teaching assignment.*

\_\_\_\_\_ 6 points if elementary or early childhood certification  
 \_\_\_\_\_ 3 points if elementary certification AND you are including a middle grades (5-9) ADE approved-area/endorsement  
 \_\_\_\_\_ 3 points if secondary certified

Tabulate total points to calculate "Certification Points" here: \_\_\_\_\_

- Please list the ADE-approved area(s)/endorsement(s) you hold in which you would be willing to accept a teaching assignment (include content areas and professional endorsements.) (Attach additional page if needed.)

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Multiply number of ADE-approved area(s)/endorsement(s) listed \_\_\_\_\_ x 3 to calculate "Endorsement Points" here: \_\_\_\_\_

- Check if you have the following advanced degrees or certification:  
 \_\_\_\_\_ National Board Certification  
 \_\_\_\_\_ Master's Degree in education or your teaching content area  
 \_\_\_\_\_ Doctoral Degree in education or your teaching content area

Multiply number of checks \_\_\_\_\_ x 3 to calculate "Advanced Points" here: \_\_\_\_\_

Total Calculated Section 2 Points (Certification Points + Endorsement Points + Advanced Points): \_\_\_\_\_

(Princ.) (HR)

**Section 3: Teaching Experience** (Maximum 40 Points)

Circle the appropriate points corresponding to your years of experience in each category below:

| Experience in your current program/content area          | Points    | Total Teaching Experience | Points    |
|--|-----------|---------------------------|-----------|
| 1-3 years  | 1 pt      | 1-3 years                 | 1 pt      |
| 4-6 years  | 2 pts     | 4-6 years                 | 2 pts     |
| 7-9 years  | 3 pts     | 7-9 years                 | 3 pts     |
| 10-12 years  | 4 pts     | 10-12 years               | 4 pts     |
| 13-15 years  | 5 pts     | 13-15 years               | 5 pts     |
| 16-18 years  | 6 pts     | 16-18 years               | 6 pts     |
| 19-21 years  | 7 pts     | 19-21 years               | 7 pts     |
| >21 years  | 8 pts     | >21 years                 | 8 pts     |
| Multiply points by specified weights:                    | X3= _____ |                           | X2= _____ |
| Total Points (Sum of weighted points from both 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 Section 3 Points: \_\_\_\_\_

(Princ.) (HR)

**Section 4: Professional Growth Activities** (Maximum 40 Points: 1 hour = 1 point)

Employee may provide documentation of professional development hours during the past 3 years to receive credit per hour of documented professional development time. A maximum credit will be given for 40 hours.

Total Calculated Section 4 Points: \_\_\_\_\_

(Princ.) (HR)

**Section 5: Leadership Roles and Service** (Maximum 40 Points: 1 hour = 1 point)

Employee may list hours in a leadership role and/or service that benefit the school or District during the past 3 years. Service hours should be outside of contracted duties; however, addendum hours may be included. Site Administrator will verify information given by employee.

Total Calculated Section 5 Points: \_\_\_\_\_

(Princ.)

**Section 6: Disciplinary Action\*** (Maximum 25 Points)

\*Refers ONLY to written reprimands and suspensions without pay received by employee

Begin with 25 total possible points for this section:

25

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 Section 6 Points: \_\_\_\_\_

(No less than 0)

(Princ.) (HR)

Final Total of Points from All Sections Above: \_\_\_\_\_

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

Signature of Teacher/Professional completing this form

Date