

**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)

\_\_\_\_\_  
 Principal Verification      HR Verification

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.) <b>(15 points possible)</b>	
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.) <b>(10 points possible)</b>	
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:** \_\_\_\_\_

\_\_\_\_\_  
 Principal Verification      HR Verification

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:** \_\_\_\_\_

\_\_\_\_\_  
Principal Verification      HR Verification

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:** \_\_\_\_\_

\_\_\_\_\_  
Principal Verification      HR Verification

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
<b>Multiply points by specified weights:</b>	____ x2 = ____		____ x1.5 = ____		____ x .75 = ____
<b>Total Points (Sum of weighted points from all three columns):</b>					

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:** \_\_\_\_\_

\_\_\_\_\_  
Principal Verification      HR Verification

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:** \_\_\_\_\_

\_\_\_\_\_  
Principal Verification      HR Verification

**Final Total Points Calculation**

<b>Total Calculated Points Section 1</b>	
<b>Total Calculated Points Section 2</b>	
<b>Total Calculated Points Section 3</b>	
<b>Total Calculated Points Section 4</b>	
<b>Total Calculated Points Section 5</b>	
<b>Total Calculated Points Section 6</b>	
<b>Final Total Calculated Points from All Sections Above</b>	

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

\_\_\_\_\_  
Signature of Teacher Completing this form

\_\_\_\_\_  
Date