



REDUCTION IN FORCE STAFF PROFILE FORM

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

Principal HR
 Verification Verification

1. Disciplinary Action (refers ONLY to written reprimands and suspensions without pay received by you)

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 Points _____
 (No less than 0)

 (Princ.) (HR)

2. Teacher Evaluation Place a check mark to indicate your rating under each Domain 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 to date, provide the data from that single evaluation. List the date of each evaluation.

	Date of Eval.: _____ (Next to Most Recent Final Eval.) (10 points possible)			Date of Eval.: _____ (Most Recent Final Eval.) (15 points possible)		
	Prof.	Dev.	Unsatis.	Prof.	Dev.	Unsatis.
Domain 1:						
Domain 2						
Domain 3						
Domain 4						
Domain 5						

For each evaluation listed, apply the following:

1. If three or more Domains were rated "Developing", do not count any points for that evaluation.
2. If any Domain was rated "Unsatisfactory", do not count any points for that evaluation.
3. If neither 1 or 2 applies to your evaluation, count all the points possible for that evaluation.

Total Points: _____

 (Princ.) (HR)

3. Certification/Highly Qualified 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 endorsements you hold (and are highly qualified for) in which you would be willing to accept a teaching assignment (include content areas and professional endorsements). Add 2 points for each listing.

_____ (2 points)
 _____ (2 points)
 _____ (2 points)
 _____ (2 points)
 _____ (2 points)
 _____ (2 points)

(attach additional page if needed)

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 Doctoral Degree in education or your teaching content area? (if yes, add 2 points)

Total Points: _____

 (Princ.) (HR)

4. 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.

(Princ.) (HR)

5. Professional Growth Activities (No points for 2010-2011. Area to be added in 2011-2012)

6. Leadership Roles (No points for 2010-2011. Area to be added in 2011-2012)

7. Attendance Circle the total number of sick leave leave days which you personally took (don't count days you donated to someone else) during last fiscal year 2009-2010). 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)). 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

Total Points: _____

(HR)

8. Student Achievement Using the same evaluation(s) used earlier in Section 2, check the box of the rating level you received in each Student Achievement Domain 2 indicator, then multiply the number of check marks in each column by the weighting factor.. Five (5) total points maximum is possible for each evaluation. (This section will be modified in 2011-2012)

Next Most Recent Evaluation from Section 2

Domain Indicator	Prof.	Dev.	Unsatis
2.1			
2.2			
2.3			
2.4			
Multiply points by specified weights:	x 1.25 = _____	x 0.50 = _____	x 0=0
Total Weighted Points:			

Most Recent Evaluation from Section 2

Domain Indicator	Prof.	Dev.	Unsatis
2.1			
2.2			
2.3			
2.4			
Multiply points by specified weights:	x 1.25 = _____	x 0.50 = _____	x 0=0
Total Weighted Points:			

(Princ.) (HR)

Total of 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