| Criteria and Measure | Point Value | | |
|---|---|---|---|
| | Earned | Possible | Percentage |
| **Teacher Evaluation** | | | |
| For every evaluation determination of exceeding expectations on District Evaluation | 1 | 1 | 100% |
| For every evaluation determination of meeting expectations on District Evaluation | 0 | 1 | 0% |
| **Total Evaluation Points:** | 1 | 2 | 50% |
| **Professional Standards and Conduct** | | | |
| Number of documented offenses in violation of professional standards or District Policies. | 2 | - | - |
| **Total Professional Standards/Evaluation Points:** | -2 | - | - |
| **Educational Certification and Credentials** | | | |
| Highly qualified in subject matter of instruction | 1 | 1 | |
| Highly qualified in hard to fill (HQHF) position as determined by board* | 2 | 2 | |
| Highly qualified in multiple subject matters of instruction | 3 | 3 | |
| Advanced Degree – MA/MS | 1 | 1 | |
| Advanced Degree – Doctorate | 0 | 0 | |
| Other Advanced Degree | 1 | 1 | |
| National Board Certification | 1 | 1 | |
| Instructs in a course necessary for high school graduation requirements | 1 | 1 | |
| Instructs in course necessary for middle school advancement | 0 | 0 | |
| **Total Certification and Credentials Points:** | | | |
| **Professional Contributions** | | | |
| Lead Teacher | | | |
| Master Teacher | | | |
| Advisor of co-curricular activity | | | |
| Advisor of extracurricular activity | | | |
| **Total Professional Contributions Points:** | | | |
| **Tiebreaker Considerations** | | | |
| Number of Certifications for which highly qualified | | | |
| Years of service in the District | | | |
| **Total Tiebreaker Points:** | | | |
| **Total Overall Scores:** | | 12 | 50% |

| Data Source | Multipliers/Description of Calculation |
|---|---|
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|---|---|
| | For each documented offense in violation of professional standards or District Policy, as documented through a reprimand, suspension, or other documented notation, subtract _____ points from the total possible points |

| | |
|---|---|
| | Award Points per subject matter of instruction for which the instructor is "highly qualified." |
| | Award points per HQHF position |
| | Award Points per subject matter of instruction for which the instructor is "highly qualified." |
| | Award Points per degree |
| | Award Points per degree |
| | Award Points per degree |
| | Award Points per certification |
| | Award one point per necessary HS class |
| | Award one point per necessary MS class |

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