

Reduction in Staff Rubric Criteria for Teachers

- ✓ School administration will create a rubric aligned with DP327 NEG – Reduction in Licensed Staff
 - Program and staffing needs of the school/District
 - Employee performance evaluation (appropriate for the job classification)
 - Seniority will not be used in determinations
- ✓ The RIS Rubric will include three (3) District criteria and may include additional acceptable criteria (listed below).

3 District Criteria for Teachers	Acceptable Criteria for All Licensed Employee Groups	Resources
<ul style="list-style-type: none"> ▪ Employee Performance Evaluation (JPAS) ▪ License/Endorsements (Qualifications) ▪ PLC Engagement – The key components of a PLC include collaboration, student learning, and a focus on results, which are clear and well documented. Teams work together to make significant changes that have positively impacted students. Teams focus their attention on understanding indicators, developing common assessments, using information from the assessments to make adjustments to instruction, and creating an intentional intervention plan for struggling students. Their focused commitment is the key to their success. <i>All Things PLC website – Solution Tree</i> <p><i>These three criteria will be included in each rubric.</i></p>	<ul style="list-style-type: none"> ▪ Memos of Concern/Reprimand ▪ Department Chair/Leadership Roles ▪ Fluent in Multiple Languages ▪ Highest Degree of Education ▪ Extra-curricular Assignments (coach/advisor) ▪ National Board Certification ▪ Licensed/Endorsed in Critical Need Areas ▪ Goals related to BOE ENDS 	<ul style="list-style-type: none"> ▪ Follow administrative directives and request a 30-day review. ▪ Communicate your interest to the principal. This is a school-based decision. ▪ Take classes and provide HR with your official College/University transcripts. ▪ JSD supports continued education. Provide HR with your official College/University transcripts. ▪ Communicate your interest to the principal. This is a school-based decision. ▪ www.nbpts.org/national-board-certification/ ▪ Math, dual language immersion, physics, chemistry, biology, earth systems, integrated science, agriculture, computer programming, health science, auto & diesel technology, Title 1, engineering, business, special education, school psychologists, speech and language pathologists. ▪ https://policy.jordandistrict.org/board/e/

Reduction in Staff Rubric Criteria for Teachers

Unacceptable Criteria		
<ul style="list-style-type: none"> ▪ Seniority ▪ FMLA/ADA approved absences ▪ Race ▪ Color ▪ Sex ▪ Pregnancy ▪ Childbirth or pregnancy-related conditions ▪ Religion ▪ National Origin ▪ Age ▪ Sexual Orientation ▪ Gender Identity 	<ul style="list-style-type: none"> ▪ Pattern of Punctuality Concerns and Unexcused Absences (Non-FMLA/ADA) ▪ Team Collaboration ▪ School Goals/Initiatives ▪ Student Attrition (low/imbalanced class size) based on Parent Input, Preference, Requests ▪ Student Input Preference, Requests ▪ Student Growth/Results/Outcomes/Achievement 	<ul style="list-style-type: none"> ▪ Prioritize punctuality and reduced absences. Follow administrative directives and request a 30-day review. ▪ Meet school expectations, which vary from school to school. ▪ TSSA and/or, Land Trust Goals, and Teacher Grants that align with school goals. ▪ Utilize the assistance of mentors, instructional coaches, consulting educators, etc. ▪ Utilize the assistance of mentors, instructional coaches, consulting educators, etc. ▪ Based on assessment results.

Reduction in Staff Rubric Criteria for Counselors

- ✓ School administration will create a rubric aligned with DP327 NEG – Reduction in Licensed Staff
 - Program and staffing needs of the school/District
 - Employee performance evaluation (appropriate for the job classification)
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- ✓ The RIS Rubric will include three (3) District criteria and may include additional acceptable criteria (listed below).

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<ul style="list-style-type: none"> ▪ Employee Performance Evaluation (JPAS) ▪ License/Endorsements (Qualifications) ▪ PLC Engagement – The key component of a PLC include collaboration, student learning, and a focus on results, which are clear and well documented. Teams work together to make significant changes that have positively impacted students. Teams focus their attention on understanding indicators, developing common assessments, using information for the assessments to make adjustments to instruction and creating an intentional intervention plan for struggling students. Their focused commitment is the key to their success. <i>All Things PLC website – Solution Tree</i> <p style="text-align: center;"><i>These three criteria will be included in each rubric.</i></p>	<ul style="list-style-type: none"> ▪ Memos of Concern/Reprimand ▪ Department Chair/Leadership Roles ▪ Fluent in Multiple Languages ▪ Highest Degree of Education ▪ Extra-curricular Assignments (coach/advisor) ▪ National Board Certification ▪ Licensed/Endorsed in Critical Need Areas 	<ul style="list-style-type: none"> ▪ Follow administrative directives and request a 30-day review. ▪ Communicate your interest to the principal. This is a school-based decision. ▪ Take classes and provide HR with your official College/University transcripts. ▪ JSD supports continued education. Provide HR with your official College/University transcripts. ▪ Communicate you interest to the principal. This is a school-based decision. ▪ www.nbpts.org/national-board-certification/ ▪ Math, dual language immersion, physics, chemistry, biology, earth systems, integrated science, agriculture, computer programming, health science, auto & diesel technology, Title 1, engineering, business, special education, school psychologists, speech language pathologists.

Reduction in Staff Rubric Criteria for Counselors

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