

Leadership (must complete 4 of the items on the list below to receive the 5 points):

- National Board Certification
- Attendance rate of 97% as of the 10th school day before the last teacher work day (does not include personal leave, professional leave, parental/adoptive leave, bereavement leave, court leave, or executor/executrix leave)
- Membership in a professional educational organization
- School or district committee work
- Holding office in a state or national educational organization/association
- Attend Professional Conference/Workshop/Institute
- Make a presentation at a building staff meeting (when approved by the principal)
- Make a presentation at a state or national conference
- Teacher mentor
- Cooperating Teacher of a Student Teacher, undergraduate field experience or practicum
- Organize a school-wide community service project (pre-approved by the principal)
- Teacher led book study or Professional Learning Community (PLC) (Does not include required school book studies or PLC work)
- Educational Publication/Educational research
- Volunteer to assist at an after-school activity (ex. PTO events, math night, book fairs, tutoring at WHS Learning Center, Westfield Youth Assistance, etc.)
- Teachers are allowed to count one (1) paid ECA position (Athletic or Academic) as listed in the WWS Master Contract Extra-curricular Pay Schedule (this also includes paid clubs)
- Completion of coaching cycle with instructional coach

****Each of the activities can only count once (ex. making two presentations at a staff meeting does not count twice, it only counts once)*