



SB 359 MATRIX: CLASSROOM TEACHING POSITIONS WHEN NO PERMANENTLY EMPLOYED INSTRUCTIONAL PERSONNEL APPLY AND MEET THE STANDARDS SET FORTH IN THE JOB POSTING

Qualification Criteria	Applicant A	Applicant B	Applicant C	Applicant D
1. Appropriate certification, licensure or both				
2. The amount of teaching experience in the required certification area				
3. The amount of course work, degree level or both in the relevant field and degree level generally				
4. Academic achievement				
5. Certification by the National Board for Professional Teaching Standards				
6. Specialized training relevant to the performance of the duties of the job				
7. Past evaluations of the applicant's performance in the teaching profession				
8. Seniority				
9. Other measures or indicators upon which the relative qualifications of the applicant may fairly be judged				
10. The recommendation of the principal of the school at which the applicant will be performing a majority of his or her duties				
11. The recommendation, if any, resulting from the process established pursuant to the provisions of §18-5A-5 by the faculty senate of the school at which the employee will be performing a majority of his or her duties				

There is no requirement that the qualification criteria be given equal weight or that criteria 10 and 11 be given extra weight. A county board is entitled to determine the appropriate weight to apply to each criterion in assessing an applicant's qualifications.

SB 359 MATRIX: CLASSROOM TEACHING POSITIONS WHEN ONE OR MORE PERMANENTLY EMPLOYED INSTRUCTIONAL PERSONNEL APPLY AND MEET THE STANDARDS SET FORTH IN THE JOB POSTING

Qualification Criteria	Point Value	Applicant A	Applicant B	Applicant C	Applicant D
1. Appropriate certification, licensure or both	1				
2. The amount of teaching experience in the required certification area	1				
3. The amount of course work, degree level or both in the relevant field and degree level generally	1				
4. Academic achievement	1				
5. Certification by the National Board for Professional Teaching Standards	1				
6. Specialized training relevant to the performance of the duties of the job	1				
7. Past evaluations of the applicant's performance in the teaching profession	1				
8. Seniority	1				
9. Other measures or indicators upon which the relative qualifications of the applicant may fairly be judged	1				
10. The recommendation of the principal of the school at which the applicant will be performing a majority of his or her duties	2				
11. The recommendation, if any, resulting from the process established pursuant to the provisions of §18-5A-5 by the faculty senate of the school at which the employee will be performing a majority of his or her duties	2				

In assessing applicants' qualifications, each criterion must be given equal weight, except that criteria 10 and 11 shall be double weighted. For that reason, one point shall be awarded each applicant who satisfies criterion 1. One point shall be awarded each applicant who satisfies criterion 5. On each of the other criteria, the prevailing applicant shall be awarded the full point value. In the event on a "tie" among prevailing applicants on criterion 2, 3, 4, 6, 7, 8 or 9, each such applicant shall be awarded the criterion's full point value.



SB 359 MATRIX: PROFESSIONAL POSITIONS OTHER THAN CLASSROOM TEACHER POSITIONS

Qualification Criteria	Applicant A	Applicant B	Applicant C	Applicant D
1. Appropriate certification, licensure or both				
2. Amount of experience relevant to the position				
3. The amount of course work, degree level or both in the relevant field and degree level generally				
4. Academic achievement				
5. In the case for the position of principal, certification by the National Board for Professional Teaching Standards				
6. Specialized training relevant to the performance of the duties of the job				
7. Past performance evaluations conducted pursuant to W.Va. Code §18A-2-12 and §18A-3C-2				
8. Seniority				
9. Other measures or indicators upon which the relative qualifications of the applicant may fairly be judged				

There is no requirement that the qualification criteria be given equal weight. A county board is entitled to determine the appropriate weight to apply to each criterion in assessing an applicant's qualifications.