

REDUCTION-IN-FORCE RUBRIC

DKA-E

Teacher's Name	Adaptability								Academic and Professional Preparation (Only consider if adaptability is equal)			Seniority (Only consider if adaptability and academic/professional preparation are equal)
	List all areas in which the teacher is highly qualified to teach:	Are any of these areas of qualification considered hard- to-fill areas as defined by district standards?	Do the areas of qualification meet present and future staffing needs?	Does the teacher hold a specialized credential or endorsement (e.g., Kindergarten, EL, Special Education)?	If applicable, does the specialized credential or endorsement meet present and future district staffing needs?	If the individual is an elementary teacher, have they taught multiple grades?	Is the teacher willing to accept leadership or committee assignments at the school level?	Other adaptability factors:	Does the teacher hold any advanced degrees?	Has the teacher undergone any special professional development?	Does the teacher hold national board certification?	Years of Service*
		<input type="checkbox"/> No <input type="checkbox"/> Yes Please list:	<input type="checkbox"/> No <input type="checkbox"/> Yes Explain:	<input type="checkbox"/> No <input type="checkbox"/> Yes Please list:	<input type="checkbox"/> No <input type="checkbox"/> Yes Explain:	<input type="checkbox"/> N/a <input type="checkbox"/> No <input type="checkbox"/> Yes Explain:	<input type="checkbox"/> No <input type="checkbox"/> Yes Explain:	Explain:	<input type="checkbox"/> No <input type="checkbox"/> Yes Please list:	<input type="checkbox"/> No <input type="checkbox"/> Yes Please list:	<input type="checkbox"/> No <input type="checkbox"/> Yes	
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* Years of service shall be defined as continuous years of service with West Fargo Public Schools, an approved leave of absence will not disrupt continuous service years for the purposes of this rubric. When determining seniority, part-time teaching will be calculated by adding all part-time years to reach full-time equivalency.