

Parma School District No. 137

Teacher Profile for: _____

Date Completed: _____

Subject of Instruction: _____

Completed by: _____

CRITERIA	DOCUMENTATION	POINTS ALLOWED	TOTAL POINTS AWARDED
Evaluation			
Received the lowest rating on any of the 4 domains on the last evaluation summary	Date of Evaluation:	-5 points per lowest rating	
Received highest rating in domains 1, 2, 3 and/or 4 on the last evaluation summary.	Date of Evaluation:	+5 points per top rating	
	#1 TOTAL POINTS	MAXIMUM 20 POINTS ALLOWED	
Professional Standards and Conduct			
For a documented offense within the last <i>three (3)</i> years to include: letter of reprimand, professional assistance, probation, or violation of professional standards.	Date of offense:	-5 points per offense	
For two (2) or more documented offenses within the last <i>ten (10)</i> years to include: letters of reprimand, professional assistance, probation, or violation of professional standards	Date of offense:	-15 points per offense	
	#2 TOTAL POINTS	MAXIMUM 0 POINTS ALLOWED	
Educational Certification and Credentials			
Highly qualified in hard to fill position as determined by board and Idaho State Department of Education	HQT & hard to fill positions:	2 points	
Highly qualified in subject matters	HQT subject matters:	2 points per subject matter	

Advanced Degree – MA/MS	Yes or No:		
Additional endorsements not included above	Endorsements:	2 points per endorsement	
Advanced degree – Doctorate	Yes or No:	2 points	
National Board Certification	Yes or No:	2 points	
	#3 TOTAL POINTS	MAXIMUM 10 POINTS ALLOWED	
Professional Contributions (To be completed by building administrator or supervisor)			
Regularly volunteers for school activities before or after contract time	Explain:	2 points	
Regularly volunteers for leadership roles in the building	Explain:	2 points	
Participation in building committee work	List committee(s):	2 points	
Participation in district committee work	List committee(s):	2 points	
Participation in state and/or national committees	List committee(s):	2 points	
	#4 TOTAL POINTS	MAXIMUM 6 POINTS ALLOWED	

Teacher’s Name: _____

Total points awarded: _____

For detailed information on the reduction in force (RIF) policy and procedures, please see policy 448 (Reduction in Force) and 448P1 (Reduction in Force Procedures), available at the district office, school offices or on the district website at *[identify URL]*.

ADOPTED: April 11, 2022