

Kimberly School District #414

SERIES 5000: PERSONNEL

FORM NO. 5740F

POLICY TITLE: Reduction in Force Certified Employee Scoring Form

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Kimberly School District
Reduction in Force
Certified Employee Scoring Form

Name: _____

Current Position: _____

School(s): _____

Date: _____

Number of components	Unsatisfactory*	Basic 0 points	Proficient 1 point	Distinguished 2 points	Total points
Domain 1 (6)					
Domain 2 (5)					
Domain 3 (5)					
Domain 4 (6)					

*Any components marked “unsatisfactory” makes for an automatic zero points for that domain

CRITERIA AND MEASURE	POINT VALUE	DATA SOURCE	TOTAL POINTS
TEACHER EVALUATION	Total Points Possible = 49	Building Administrator	
Domain 1	12		
Domain 2	10		
Domain 3	10		
Domain 4	12		
Overall evaluation: Unsatisfactory = 0 Basic = +1 Proficient = +3 Distinguished = +5	5		

EXPERIENCE	Total Points Possible = 50	HR	
One point per year in a certified position in Kimberly School District			
One-half a point per year in a certified position in a public district outside of Kimberly School District			
EDUCATIONAL CERTIFICATION AND CREDENTIALS	Total Points Possible = 20	HR	
Certificate: 3-year = +1 5-year = +3 Lifetime certificate = +5	5		
Career ladder: Residency = +1 Professional = +3 AP = +5	5		
Degree: BA/BS = +1 BA/BS degree +24 credits = +3 National Board Certified = +5 MA degree = +5 Educational Specialist degree = +8 Doctorate degree = +10	10		
PROFESSIONAL STANDARDS, CONDUCT and Attendance	Total Points Possible = 5	HR (personnel file)	
No documented policy or professional standard violations this school year. = +5	5		
No unpaid salary deduction days taken this school year, excluding FMLA or documented medical/protected leave = +5	5		
TOTAL SCORE			

TIE BREAKER: If employees have the same number of points, ties will be resolved by comparing points in the following categories in order:

1. Evaluations
2. Experience
3. Certifications

If the tie is not broken in the first category (experience), the process moves to the second category (evaluations) and subsequent categories as outlined. If all categories are exhausted and

a tie remains, a review panel composed of district administrators will evaluate the tied candidates based on additional relevant factors, such as certifications, specialized skills, contributions to the district, and overall performance. The panel's decision will be documented and serve as the final outcome.”