

# Regulation 0401.15-AR-02 Certificated Personnel Reduction in Force Matrix

The system of points to be utilized in the application of the Reduction in Force protocol shall be as follows:

Score	Evaluation	Point Value	Date
	Each indicator marked "Distinguished"	3	
	Each indicator marked "Proficient"	2	
	Each indicator marked "Basic"	1	
	Each indicator marked "Unsatisfactory"	0	

Score	Professional Standards / Policy Violation	Point Value	Date
	Documented Letter of Concern	-1	
	Documented Letter of Reprimand	-2	
	Probation	-3	

Score	Credentials / Evaluations	Point Value	Category
	"Clear" five-year Idaho Certificate	3	
	Highly Qualified in Subject	+1/subject	
	Endorsements	+1/endorsement	

National Board Certification	+2
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Score	Tiebreaker	Point Value	Type
	Co-Curricular / Extra-Curricular Assignments	+1 per	
	Multiple Improvement Plans	-1 per	
	<b>TOTAL POINTS (all categories)</b>		

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