7387 S. Campus View Drive • West Jordan, UT 84084 PHONE: 801-567-8150 • FAX: 801-567-8056 http://hr.jordandistrict.org

Reduction in Staff Rubric Criteria for Teachers

- ✓ School administration will create a rubric aligned with DP327 NEG Reduction in Licensed Staff
 - Program and staffing needs of the school/District
 - o Employee performance evaluation (appropriate for the job classification)
 - \circ \quad Seniority will not be used in determinations

Jordan School District Resources U

✓ The RIS Rubric will include three (3) District criteria and may include additional acceptable criteria (listed below).

3 District Criteria for Teachers	Acceptable Criteria for All Licensed Employee Groups	Resources
 Employee Performance Evaluation (JPAS) 	 Memos of Concern/Reprimand 	 Follow administrative directives and
 License/Endorsements (Qualifications) 		request a 30-day review.
 PLC Engagement – The key components of 	 Department Chair/Leadership Roles 	 Communicate your interest to the
a PLC include collaboration, student		principal. This is a school-based decision.
learning, and a focus on results, which are	 Fluent in Multiple Languages 	 Take classes and provide HR with your
clear and well documented.		official College/University transcripts.
Teams work together to make significant	 Highest Degree of Education 	 JSD supports continued education.
changes that have positively impacted		Provide HR with your official
students. Teams focus their attention on		College/University transcripts.
understanding indicators, developing	 Extra-curricular Assignments (coach/advisor) 	 Communicate your interest to the
common assessments, using information		principal. This is a school-based decision.
from the assessments to make	 National Board Certification 	www.nbpts.org/national-board-
adjustments to instruction, and creating		certification/
an intentional intervention plan for	 Licensed/Endorsed in 	 Math, dual language immersion, physics,
struggling students. Their focused	Critical Need Areas	chemistry, biology, earth systems,
commitment is the key to their success.		integrated science, agriculture, computer
All Things PLC website – Solution Tree		programming, health science, auto &
		diesel technology, Title 1, engineering,
These three exiteria will be included in such white		business, special education, school
These three criteria will be included in each rubric.		psychologists, speech and language
	Cools related to POE ENDS	pathologists.
	 Goals related to BOE ENDS 	https://policy.jordandistrict.org/board/e/

Human Resources U

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Reduction in Staff Rubric Criteria for Teachers

Unacceptable Criteria

- Seniority
- FMLA/ADA approved absences
- Race
- Color
- Sex
- Pregnancy
- Childbirth or pregnancy-related conditions
- Religion
- National Origin
- Age
- Sexual Orientation
- Gender Identity

- Pattern of Punctuality Concerns and Unexcused Absences (Non-FMLA/ADA)
- Team Collaboration
- School Goals/Initiatives
- Student Attrition (low/imbalanced class size) based on Parent Input, Preference, Requests
- Student Input Preference, Requests
- Student Growth/Results/Outcomes/ Achievement

- Prioritize punctuality and reduced absences. Follow administrative directives and request a 30-day review.
- Meet school expectations, which vary from school to school.
- TSSA and/or, Land Trust Goals, and Teacher Grants that align with school goals.
- Utilize the assistance of mentors, instructional coaches, consulting educators, etc.
- Utilize the assistance of mentors, instructional coaches, consulting educators, etc.
- Based on assessment results.

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Reduction in Staff Rubric Criteria for Counselors

- ✓ School administration will create a rubric aligned with DP327 NEG Reduction in Licensed Staff
 - Program and staffing needs of the school/District
 - Employee performance evaluation (appropriate for the job classification)
 - o Seniority will not be used in determinations

Jordan School District Resources U

✓ The RIS Rubric will include three (3) District criteria and may include additional acceptable criteria (listed below).

3 District Criteria for Teachers	Acceptable Criteria for All Licensed Employee Groups	Resources
 Employee Performance Evaluation (JPAS) License/Endorsements (Qualifications) PLC Engagement – The key component of a PLC include collaboration, student learning, and a focus on results, which are clear and well documented. Teams work together to make significant changes that have positively impacted students. Teams focus their attention on understanding indicators, developing common assessments, using information for the assessments to make adjustments to instruction and creating an intentional intervention plan for struggling students. Their focused commitment is the key to their success. <i>All Things PLC website – Solution Tree</i> These three criteria will be included in each rubric. 	 Memos of Concern/Reprimand Department Chair/Leadership Roles Fluent in Multiple Languages Highest Degree of Education Extra-curricular Assignments (coach/advisor) National Board Certification Licensed/Endorsed in Critical Need Areas 	 Follow administrative directives and request a 30-day review. Communicate your interest to the principal. This is a school-based decision. Take classes and provide HR with your official College/University transcripts. JSD supports continued education. Provide HR with your official College/University transcripts. Communicate you interest to the principal. This is a school-based decision. www.nbpts.org/national-board-certification/ Math, dual language immersion, physics, chemistry, biology, earth systems, integrated science, agriculture, computer programming, health science, auto & diesel technology, Title 1, engineering, business, special education, school psychologists, speech language pathologists.

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Reduction in Staff Rubric Criteria for Counselors

Human Resources U

Unacceptable Criteria	Goals related to BOE ENDSPattern of Punctuality Concerns and Unexcused	 http://policy.jordandistrict.org/board/e/ Prioritize punctuality ad reduced
SeniorityFMLA/ADA approved absences	Absences (Non-FMLA/ADA)	absences. Follow administrative directives and request a 30-day review.
RaceColor	 Team Collaboration 	 Meet school expectations, which vary from school to school.
SexPregnancyChildbirth or pregnancy-related	 School Goals/Initiatives 	 TSSA and/or, Land Trust Goals, and Teacher Grants that align with school goals.
conditions Religion National Origin 	 Student Attrition (low/imbalanced class size) based on Parent Input, Preference, Requests 	 Utilize the assistance of mentors, instructional coaches, consulting educators, etc.
AgeSexual OrientationGender Identity	 Student Input Preference, Requests 	 Utilize the assistance of mentors, instructional coaches, consulting educators, etc.
	 Student Growth/Results/Outcomes/ Achievement 	 Based on assessment results, i.e. SLOS
	 Students Wellness, Grades, & Deficiencies (meeting with students/parents, following up, timely credit checks, PCCR, social/emotional wellness, crisis response) 	 Skyward Counselor Meeting Reports
	 Professional Development (Participation) 	 MIDAS Reports