

Posting Number _____

Location _____

Position _____

SB 359 MATRIX: CLASSROOM TEACHING POSITIONS WHEN ONE OF MORE PERMANENTLY EMPLOYED INSTRUCTIONAL PERSONNEL APPLY AND MEET THE STANDARDS SET FORTH IN THE JOB POSTING

| Qualification Criteria | Point Value | | | | |
|---|-------------|--|--|--|--|
| 1. Appropriate certification, licensure or both | 1 | | | | |
| 2. The amount of teaching experience in the required certification area | 1 | | | | |
| 3. The amount of course work, degree level or both in the relevant field and degree level generally | 1 | | | | |
| 4. Academic achievement | 1 | | | | |
| 5. Certification by the National Board for Professional Teaching standards | 1 | | | | |
| 6. Specialized training relevant to the performance of the duties of the job | 1 | | | | |
| 7. Past evaluations of the applicant's performance in the Teaching profession | 1 | | | | |
| 8. Seniority | 1 | | | | |
| 9. Other measures or indicators upon which the relative qualifications of the applicants will be performing a majority of his or her duties | 1 | | | | |
| 10. The recommendation of the principal of the school at which the applicant will be performing a majority of his or her duties | 2 | | | | |
| 11. The recommendation, if any, resulting from the process established pursuant to the provisions of §18-5-A-5 by the faculty senate of the school at which the employee will be performing a majority of his or her duties | 2 | | | | |
| TOTALS | | | | | |

In assessing the applicants' qualifications, each criterion must be given equal weight, except that criteria 10 and 11 shall be double weighted.

For that reason, one point shall be awarded each applicant who satisfies criterion 1. One point shall be awarded each applicant who satisfies criterion 5. On each of the other criteria, the prevailing applicant shall be awarded the full point value. In the event of a "tie" among prevailing applicants on criterion 2, 3, 4, 6, 7, 8 or 9 each applicant shall be awarded the criterion's full point value.

See Harrison County Policy 3201: Professional Recruitment/Hiring Policy at www.harcoboe.com for more information.