

(Charter Schools)  
**Florida High, Objective, Uniform State Standard of Evaluation (HOUSSE) Plan**  
**Teachers of Academic Core Content Courses**  
**Teachers of Foreign Languages**

Name: _____ Personnel# _____ Subject area to be evaluated: _____		
<b>Highly Qualified Teacher Requirements</b>		NOTE: One subject area evaluation per form
Teacher must meet the following criteria: 1. Hold a valid Florida Temporary or Professional Certificate in another subject content area, and 2. Document 100 points appropriate to the assigned subject content area as calculated below		
HOUSSE SUBJECT COMPETENCY CRITERIA	COMPETENCY CRITERIA DESCRIPTIONS	POINTS AWARDED
<b>Prior experience in the subject</b>	Successful teaching experience in the subject within the last 5 years. Teaching experience must have been earned as a full-time teacher.  10 points per school year 50 points maximum	
<b>Classroom observation and performance evaluation in the subject</b>	Classroom observation and performance evaluation in the subject, conducted by the supervisor within the past year using the state-approved district performance assessment system.  A satisfactory or higher evaluation equals 30 points; no points for below satisfactory rating	
<b>Approved professional development in the subject</b>	Professional development training must be training that increased the teacher's knowledge of the subject, is aligned to state standards, and is intensive and classroom-focused (not short-term or workshops). Must have been completed within the last 5 years.  Each subject competency component of 60 inservice points equals 20 points 60 points maximum	
<b>College level courses in the subject</b>	College level course(s) in the subject.  3 semester hours equals 20 points 60 points maximum	
<b>School, district, state or national level activities or service related to the teaching of the subject</b>	Appropriate professional activities related to teaching the subject, <u>including but not limited to</u> : Subject content standards development, selection, or evaluation committee Subject content curriculum development, selection, or evaluation committee Presentation at a regional, state, or national conference, seminar, workshop, or training activity related to the subject  And/or other activities such as: Department chair or team leader in the subject Lead or mentor teacher for subject content area teachers Supervising teacher for an intern in teaching the subject Recipient of school, district, state, or national teacher of the year award Presentations at the district, state, or national level on the teaching of the subject Officer of a regional, state, or national professional teachers organization in the subject Contributor to the publication of an article, materials, or a chapter, section, or book on the teaching of the subject  _____  10 points for each activity 50 points maximum	
<b>FOR FOREIGN LANGUAGES ONLY:</b> <b>Documentation of proficiency in the standard written and spoken foreign language</b>  -----	An evaluation of the teacher's proficiency and ability to speak and write the standard form of the foreign language. Must be documented by an individual having established expertise in the language.  40 points maximum  -----	
<b>FOR CORE CONTENT ONLY:</b> <b>Student achievement learning gains, if applicable, for English/Language Arts and Mathematics teachers, grades 4-10</b>	Student achievement learning gains based on FCAT performance are for a full year; minimum student group of 15; minimum of 90% of student group makes gains; gains are totaled for the most recent three years of teaching  15 points for 1 year; 30 points for 2 years; 50 points for 3 years 50 points maximum per subject English/Language Arts or Mathematics	
<b>TOTAL POINTS:</b>		

**Attach documentation for each competency criteria selected and submit completed packet to your principal for final processing.**

\_\_\_\_\_  
**Signature of teacher & date**

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**Signature of school principal & date**