



Talent Acquisition & Operations (Instructional)

INSPIRING A NEW WAVE OF
EDUCATORS & EMPLOYEES

Infield Status Rubric for Gifted

Per Board Policy 4003.4 – Authority: F.S. 1012.42

Competency Criteria Descriptions	Points Awarded
Teachers must hold a valid Professional or Temporary Certificate in the subject area being taught and document 100 points as calculated below. Mandatory: Successful completion of the Nature and Needs of the Gifted Endorsement Course 3 semester hours equals 20 points	
Mandatory: One additional Gifted Endorsement Course from the following list: -Theory and Development of Creativity -Curriculum Development for the Gifted -Special Populations of the Gifted -Guidance and Counseling of the Gifted Each course is equal to 3 semester hours and 20 points	
Mandatory: Create and Implement an Interdisciplinary Unit. Scoring a minimum of 80% on the attached rubric. Rubric will be scored by a District Gifted Coordinator and observation of the implementation of the unit will be conducted by a District Gifted Coordinator. 15 points for each Interdisciplinary Unit created and implemented. 45 points maximum *Not applicable if the teacher successfully completed the endorsement course titled “Curriculum Development for the Gifted”	
Mandatory: Create and Implement a Plan to Increase the Underrepresented Populations of Gifted Students. Using the district’s current Plan B plan to increase Low SES and ESL populations in gifted, identify a plan at your school that would include the following: -Identification of possible students to screen -Screening process -Professional development workshops offered to promote a better understanding of the characteristics of gifted students from underrepresented groups. -Parental Involvement Plan and implementation will be approved by a District Gifted Coordinator. 30 points	
Successful teaching experience in a core content subject (Math, Science, Social Studies, Language Arts/Reading) within the last 5 years. Teaching experience must have been earned as a full-time teacher in an Advanced or Honors Course. (i.e., Honors, Advanced, Advanced Placement, Dual Enrollment, International Baccalaureate, GEM, GEARS, Gifted Self-Contained or Gifted/High Achievers class) 10 points per school year. Maximum of 50 points	



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<p>Approved Professional Development. Must have been completed within the past five years.</p> <p>Each approved professional development course is worth 5 points each. Maximum of 30 points</p>	
<p>Student achievement learning gains based on the FSA or EOC. Minimum of 90% of the student group makes gains. Gains are totaled for the most recent three years of teaching.</p> <p>15 points per school year where learning gains were made. Maximum of 45 points</p>	
<p>Peer Review. Conducted by a Gifted District Coordinator within the past year using the approved Gifted Look Fors. Observation must take place in an Advanced or Honors Course. (i.e., Honors, Advanced, Advanced Placement, Dual Enrollment, International Baccalaureate, GEM, GEARS, Gifted Self-Contained or Gifted/High Achievers class)</p> <p>Maximum of 30 points</p>	
<p>Attendance at any Gifted Conference/Convention listed below:</p> <ul style="list-style-type: none">-National Association for Gifted Children (NAGC)-Florida Association for Gifted Children (FLAG)-Social Emotional Needs of Gifted (SENG)-International Gifted Conference-South Florida Gifted and Talented Symposium <p>10 points for each conference attended (proof of registration and attendance is required) Maximum of 30 points</p>	
<p>Scoring 80% or above on the Gifted Post Test</p> <p>20 points</p>	

Documentation for each competency criteria must be attached and the completed packet sent to the Innovative Learning Department for final processing.

Approved by Director/District Gifted Coordinator

Date

Principal Acknowledgement

Date

TAO Office Use Only: SAP Updated _____ *Date* _____