

PCPO Merit Scale Worksheet

Please copy, give to your President for the personnel file.

Line #			Last year	Current year
	Academic Qualifications			
	Education	# of points to enter		
1	Masters Degree in Early Childhood Education	-Write a "7" on the line, and go to line 6		
2	BA or BS in Education related field	-Write a "5" on the line, and go to line 6		
3	CDA or Associate degree in ECE	-Write a "4" on the line, and go to line 7		
4	BA or BS in non-related field	-Write a "3" on the line, and go to line 7		
5	Each successfully completed year at a college (no degree); Min 36 credit hours/yr	-Write "1" for each year on the line, max points=3, then go to line 7		
6	Current Oregon teaching certificate	-Write "½" on the line, and go to line 7		
	Continuing Education			
7	2 credit hours satisfactorily completed ECE college credits	-Write ½ pt for each 2 hours on line 7		
8	15 hours per year of in-service training in ECE continuing education (i.e. PCPO teacher meetings or conferences, OAEYC chapter meetings and conferences, or presentation of ECE materials for training purposes; serving on a School Support visit committee)	-Write ½ pt for each year of accomplishment on line 8 (max ½ pt per year) (Please list your activities over the last 12 months)		
A	Total Education Points (Add Lines 1-8)			
B	Experience Qualifications			
9	Years experience as a co-op teacher 1-3 sessions/week	-Write 1 pt per yr on line 9		
10	Years experience as a co-op teacher 4-6 sessions/week	-Write 1 ½ pt per yr on line 10		
11	Years experience as a co-op teacher 7 or more sessions per week	-Write 2 pts per yr on line 11		
12	Other teaching experience with children under 7 yrs old (i.e. a private preschool, licensed daycare, K-2)	-Write 1 per yr, max 5 pts, on line 12		
13	Other experience in profession where working with parents and children is an integral part (i.e. public health nurse, assistant teacher, social worker, teacher 3 rd grade or higher)	-Write ½ pt per yr, max 3 pts, on line 13		
14	Experience as participating parent in a co-op preschool	-Write ½ pt per yr, max 2 ½ pts, on line 14		
15	Experience as parent on a co-op preschool board	-Write ½ pt per yr, max 2 ½ pts, on line 15		
16	Experience on PCPO Board (or other co-op preschool council)	-Write ½ pt per yr, max 2 ½ pts, on line 16		
B	Total Experience Points (Add Lines 9-16)			

Line#		Last year	Current year
C	Completed Merit Points to date: A+B (Add Education and Experience totals)		
	Find corresponding merit level from chart below		
	Additional points anticipated at year end		

Merit Levels

LEVEL	POINTS	DETAILS
Level I	4 - 9.5 points	
Level II	10 - 9.5 points	
Level III	16 - 22.5 points	5 of which must be for experience, 4 of which must be for academics, including continuing education
Level IV	23 - 32.5 points	7.5 of which must be for experience, 5 must be teaching in a co-op preschool, 2.5 in a PCPO school, 6 of which must be for academics, including continuing education
Level V	33 - 42.5 points	Including requirements for Level IV
Level VI	43 - 52.5 points	Including requirements for Level IV
Level VII	53 - 62.5 points	11 of which must be for experience, 7.5 of these must be teaching in a co-op preschool, 5 in a PCPO school, 9 of which must be for academics, including continuing education
Level VIII	63+ points	Including requirements for Level VII