

PCPO Merit Scale Worksheet

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

Line	Academic Qualifications		Points
#	Education	# of points to enter	
1	Masters Degree in Early Childhood Education	-Write a "7" on the line, and go to line 6	1
2	BA or BS in Education related field	-Write a "5" on the line, and go to line 6	2
3	CDA or Associate degree in ECE	-Write a "4" on the line, and go to line 7	3
4	BA or BS in non-related field	-Write a "3" on the line, and go to line 7	4
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	5
6	Current Oregon teaching certificate	-Write "½" on the line, and go to line 7	6
	Continuing Education		
7	2 credit hours satisfactorily completed ECE college credits	-Write ½ pt for each 2 hours on line 7	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)	8
A	Total Education Points (Add Lines 1-8)		A

Experience Qualifications			
9	Years experience as a co-op teacher 1-3 sessions/week	-Write 1 pt per yr on line 9	9
10	Years experience as a co-op teacher 4-6 sessions/week	-Write 1 ½ pt per yr on line 10	10
11	Years experience as a co-op teacher 7 or more sessions per week	-Write 2 pts per yr on line 11	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	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	13
14	Experience as participating parent in a co-op preschool	-Write ½ pt per yr, max 2 ½ pts, on line 14	14
15	Experience as parent on a co-op preschool board	-Write ½ pt per yr, max 2 ½ pts, on line 15	15
16	Experience on PCPO Board (or other co-op preschool council)	-Write ½ pt per yr, max 2 ½ pts, on line 16	16
B	Total Experience Points (Add Lines 9-16)		B

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 I** 4 - 9 points
- Level II** 10 - 15 points
- Level III** 16 - 22 points (5 of which must be for experience, 4 of which must be for academics, incl. continuing education)
- Level IV** 23 - 32 points (7 ½ of which must be for experience, 5 of these must be teaching in a co-op preschool, 2 ½ in a PCPO school, 6 of which must be for academics, including continuing education)
- Level V** 33 - 42 points (including requirements for Level IV)
- Level VI** 43 - 52 points (including requirements for Level IV)
- Level VII** 53- 62 points (11 of which must be for experience, 7 ½ 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)