Area	Step 1	Step 2	Step 3	Step 4
Academics	Class/Course Teacher	HS/JHS Guidance School Counselor	Coordinator of Curriculum and Professional Learning/Assistant Principal	Principal
Attendance	Attendance Clerk	School Nurse	Principal	Director of Instructional Services
Athletics	Coach	Athletic Director	Principal	Superintendent
Behavior and Classroom Procedures	Teacher	Coordinator of Curriculum and Professional Learning/Assistant Principal	Principal	Superintendent
Board of Education Policy	District Clerk	Superintendent		