



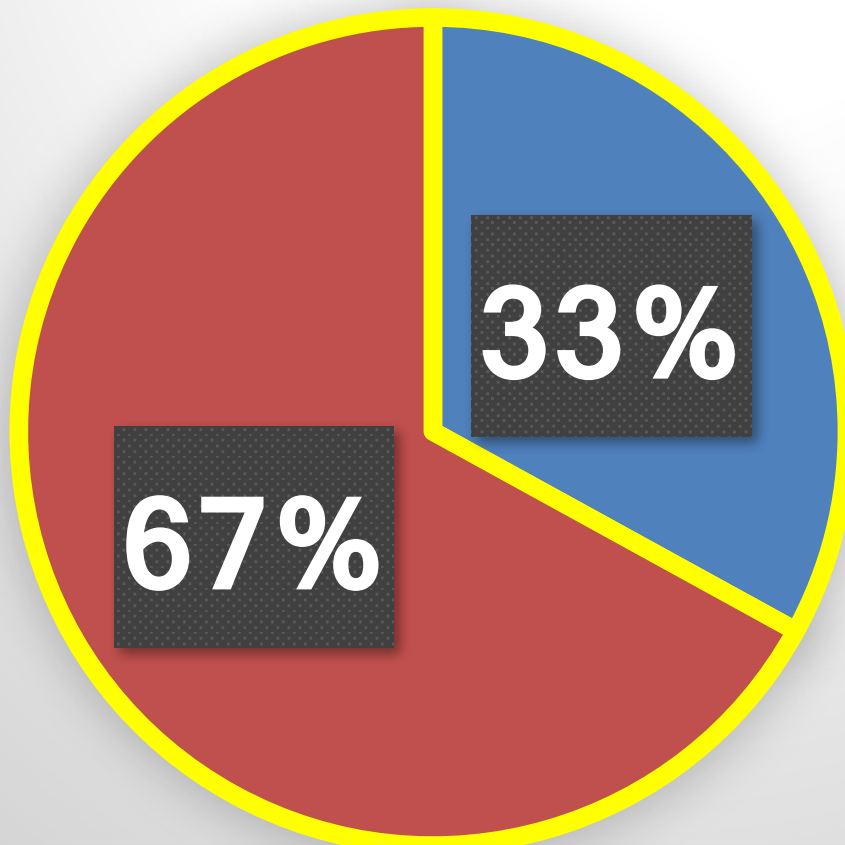
# Prop 301 Pay for Performance and Teacher Classification

April 2018

# Committee Representation

- 9 teachers
  - 4 Elementary
  - 2 MS/K-8
  - 3 HS
- 1 school principals
- 2 district administrators

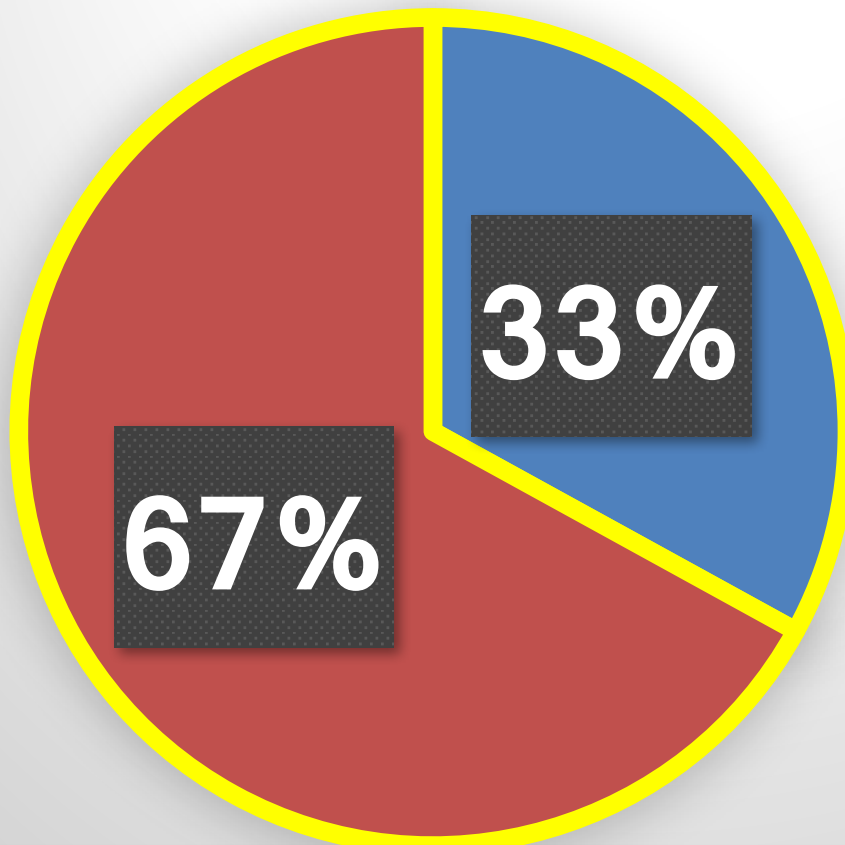
# Pay for Performance 301



■ Teacher Classification

■ District Performance-district letter grades

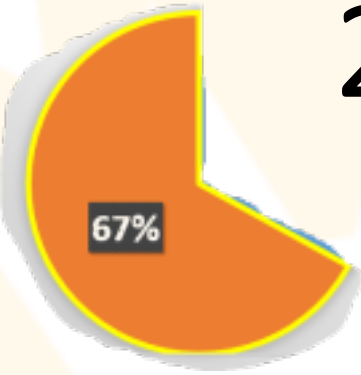
# Proposed Pay for Performance 301



■ Teacher Classification

■ District Performance-school letter grades

# 2017-18 Proposed District Performance – 67%



3.0 – 4.0 average - 100% of monies

2.5 – 2.9 average - 85% of monies

2.0 – 2.4 average - 70% of monies

0.0 – 1.9 average - 0% of monies

# Committee Recommendation

- Change 301 to average of school letter grades

# Teacher Survey Data

940 Yes votes

46 No votes

## Performance Pay 301

2018-2019

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Teacher Classification	33%
District Performance (Average of School Letter Grades)	67%

### Teacher Classification Pay Portion

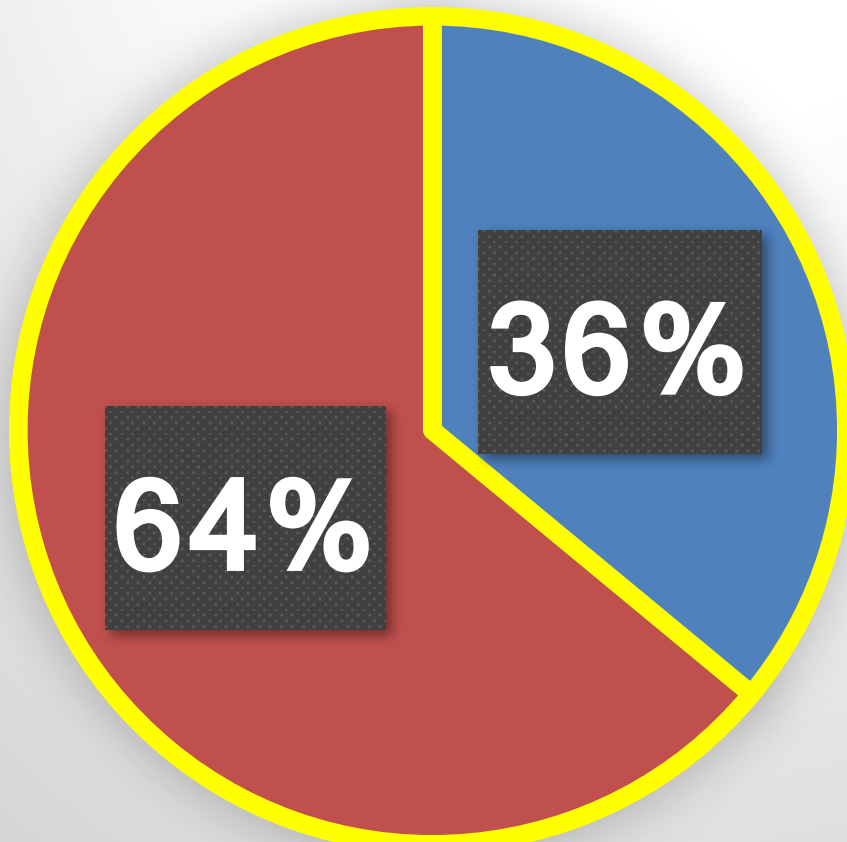
Highly Effective-	100%
Effective-	100%
Developing 1 <sup>st</sup> year	75%
Developing 2 <sup>nd</sup> year	50%
Ineffective	0%

### District Performance Pay Portion

3.0 – 4.0 average - 100% of monies
2.5 – 2.9 average - 85% of monies
2.0 – 2.4 average - 70% of monies
0.0 – 1.9 average - 0% of monies



# Teacher Classification



 School Data

 Evaluation

# Comparison- Teachers

	FY16	FY17
Highly Effective	73%	12%
Effective	26%	86%
Developing	<1%	<1%
Ineffective	<1%	<1%

# Committee Recommendation

- Use math and ELA data for classification
- Use new evaluation breakdown for classification

# School Data

School	Median SGP ELA	Growth	Label	Median SGP Math	Growth	Label
A	62	Moderate	E	77	High	HE
B	68	High	HE	59	Moderate	E
C	52	Low	E	55	Low	E
D	77	High	HE	66	High	HE

# Evaluation Breakdown

Evaluation Data	Total Eval Pts	School Data	Classification
All HE	64	High- 36	HE- 100
All HE	64	Med- 34	HE- 98
All HE	64	Low- 31	HE- 95
5 HE/3E	58	High- 36	HE- 94
5 HE/ 3E	58	Med- 34	HE- 92
5 HE/ 3E	58	Low- 31	E- 89
4HE/ 4E	56	High- 36	HE- 92
4HE/ 4E	56	Med- 34	HE- 90
4HE/4E	56	Low- 31	E- 87
8E	48	High- 36	E- 84
8E	48	Med- 34	E- 82
8E	48	Low- 31	E- 79
1D/ 7E	45	High- 36	E- 81
1D/ 7E	45	Med- 34	E- 79
1D/ 7E	45	Low- 31	E- 76

# Evaluation Breakdown

- 2 Developing      Developing
- 3D or Ineffective      Ineffective

# Comparison Data

	FY16	FY17	Mock FY17
Highly Effective	73%	12%	54%
Effective	26%	86%	44%
Developing	<1%	<1%	<1%
Ineffective	<1%	<1%	<1%

## Teacher Classification

School Data 36%  
 Evaluation 64%

Evaluation Data	Total Eval Pts	School Data	Classification
All HE	64	High- 36	HE- 100
All HE	64	Med- 34	HE- 98
All HE	64	Low- 31	HE- 95
5 HE/ <u>3E</u>	58	High- 36	HE- 94
5 HE/ <u>3E</u>	58	Med- 34	HE- 92
5 HE/ <u>3E</u>	58	Low- 31	E- 89
<u>4HE</u> / <u>4E</u>	56	High- 36	HE- 92
<u>4HE</u> / <u>4E</u>	56	Med- 34	HE- 90
<u>4HE</u> / <u>4E</u>	56	Low- 31	E- 87
<u>8E</u>	48	High- 36	E- 84
<u>8E</u>	48	Med- 34	E- 82
<u>8E</u>	48	Low- 31	E- 79
<u>1D</u> / <u>7E</u>	45	High- 36	E- 81
<u>1D</u> / <u>7E</u>	45	Med- 34	E- 79
<u>1D</u> / <u>7E</u>	45	Low- 31	E- 76



# Next Steps

- Board approval 301 and teacher classification