

**301 PERFORMANCE
PAY PLAN
2019-20**

PRESENTED MAY 2019

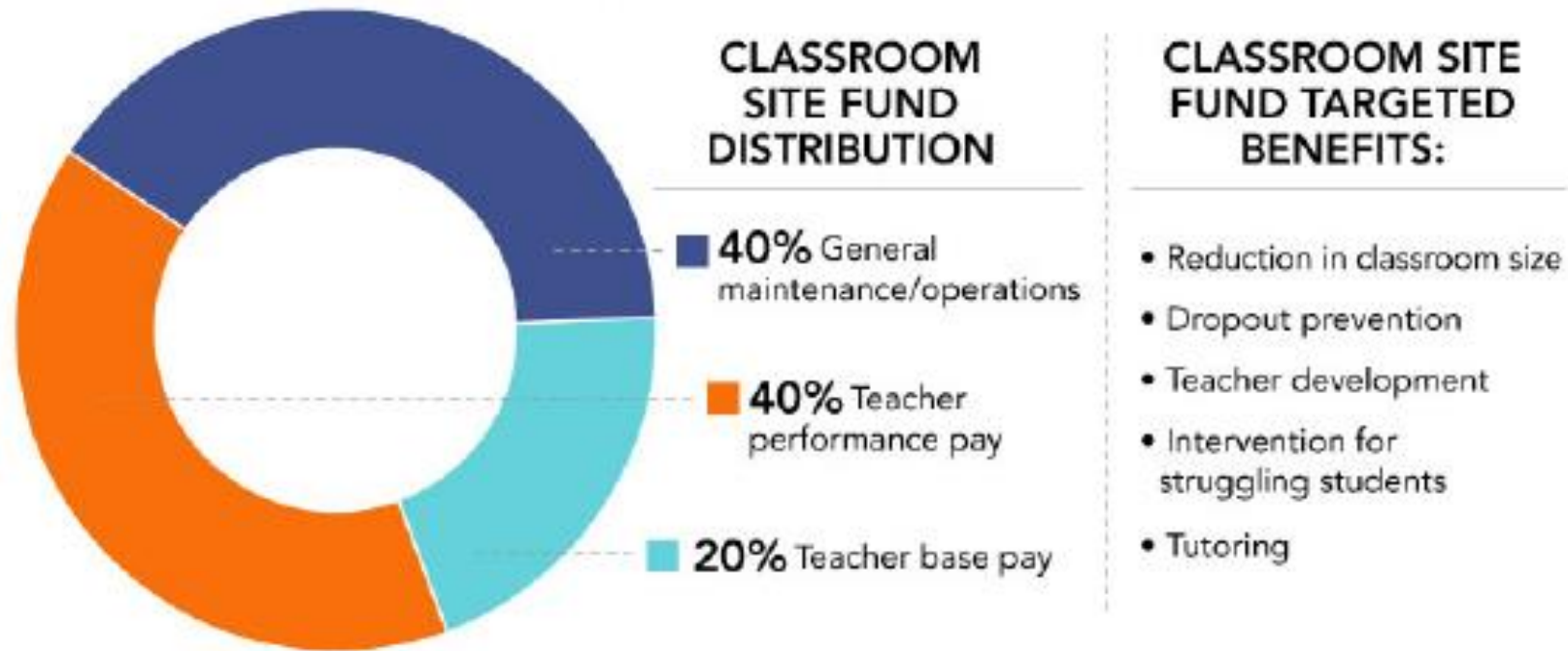
301 PERFORMANCE TEAM MEMBERS

- Brunson-Lee: Fiona Haskell
- Crockett: Ellen Trzaskowski
- Griffith: Lisa Krebs
- Tillman: Edward Twardoz
- Multiple sites: Erika Hand
- D.O.: Daniela Robles, Alexis Wilson

301 PERFORMANCE PLAN FUND 11, 12, AND 13

Digging into the Numbers

Prop 301's funds provide real, in-classroom benefits to Arizona's children.
Here's how just one part, the Classroom Site Fund, helps our kids.



PERSONS ELIGIBLE TO EARN 301 PERFORMANCE PAY

- For the purpose of Performance Pay, a Teacher is a person paid on the Balsz District Teacher Salary Schedule and is a Certified Teacher.
- Teachers must complete at least ten weeks of employment to be eligible for compensation.
- Teachers who do NOT fulfill their contract will not be eligible for Performance Pay.
- Teachers are not eligible for Performance Pay if on their most recent evaluation on the Balsz Teacher Evaluation System they receive ratings of zero (0) and/or one (1) on five or more indicators.

To which “category” do I belong?

GROUP A Teachers

Any grade-level teacher with a ‘homeroom’ of at least 15 students.

Junior high content area teachers are considered Group A.

Group A teachers are attached to the reading and math data for all students who they teach regularly (not necessarily just those in their homeroom).

GROUP B Teachers

Teachers without homerooms (special areas, special education, interventionists)

Group B teachers are attached to the reading and math data for their entire school.

(Preschool teachers are attached to district student data)

GUIDING PRINCIPLES

- Teachers' performance on their formal observations and the student achievement shown in their classroom and school.
- Focus on improving student learning and teacher effectiveness through Professional Performance of teachers including reflection, professional development of your choosing, and attendance
- Teachers' commitment to engage families in our efforts to build an excellent school.

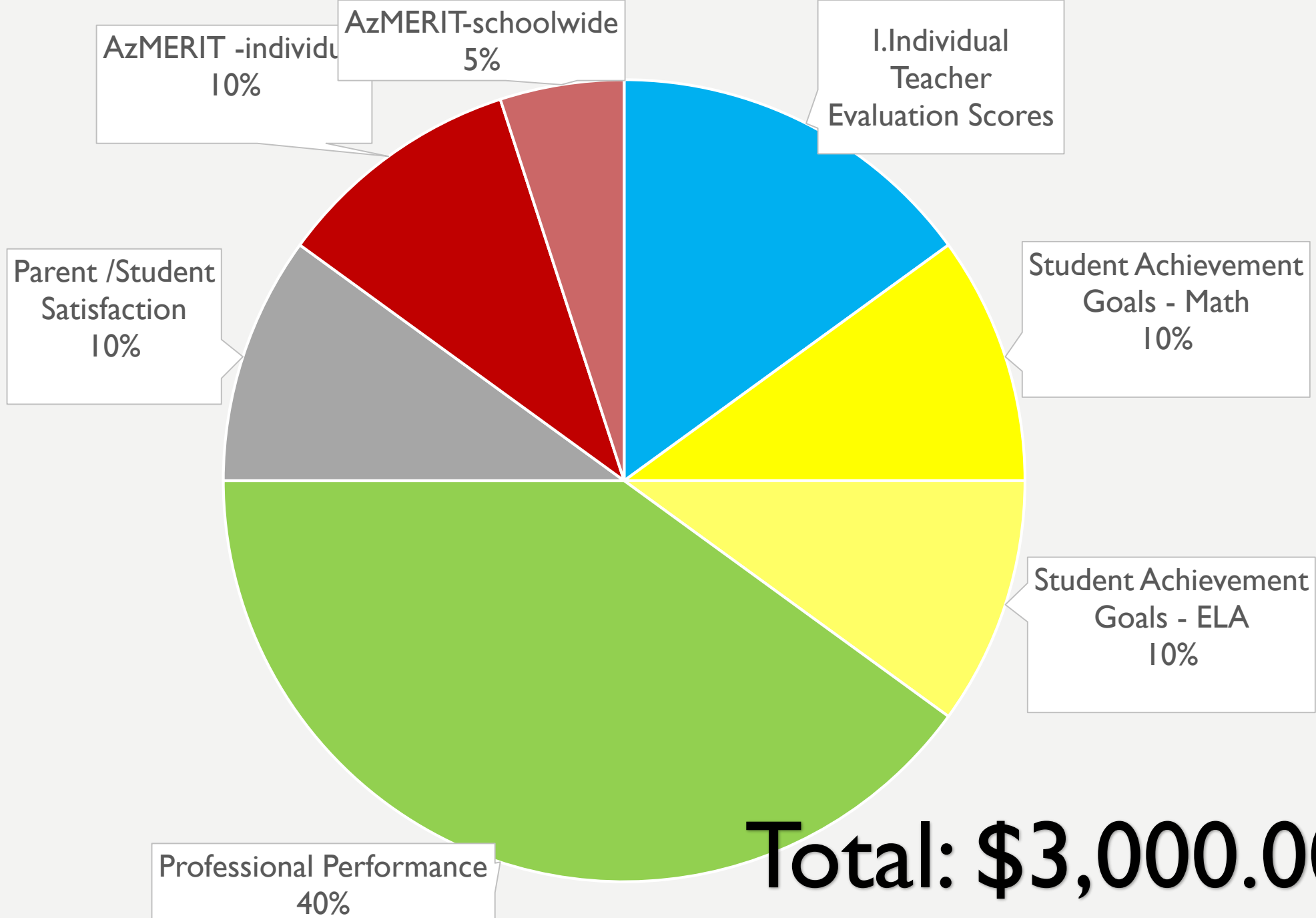
BALSZ DISTRICT REALITY

DIBELS				
Grade	Fall 2018 % Rdg at Grade Level	Fall 2018 % Not Rdg at Grade Level	Winter 2018 % Rdg at Grade Level	Winter 2018 % Not Rdg at Grade Level
K	23	77	47	53
1 st	60	40	46	54
2 nd	47	53	42	58
3 rd	46	54	42	58
4 th	31	69	34	66
5 th	21	79	32	68
6 th	60	40	52	48
7 th	29	71		
8 th	10	90		

AzMERIT Math		
Grade	Math 2018 % Proficient	Math 2018 % Not Proficient
3 rd	30	70
4 th	32	68
5 th	27	73
6 th	18	82
7 th	16	84
8 th	11	89

AzMERIT ELA		
Grade	ELA 2018 % Proficient	ELA 2018 % Not Proficient
3 rd	25	75
4 th	30	70
5 th	25	75
6 th	19	81
7 th	18	82
8 th	18	82

Behavior Multi Tiered Systems of Support	Tier I	Tier II/Tier III
Brunson-Lee	School created system	Everybody Matters/Desert Choice
Crockett	Mindfulness/ Modified Make Your Day	Everybody Matters/Desert Choice
Griffith	?	Everybody Matters/Desert Choice
Tillman	Capturing Kids Hearts/?	ATS/Everybody Matters/Desert Choice



Total: \$3,000.00

FORMAL OBSERVATION-15%

% of Total Points	% of \$450	Amount Earned
80-100%	100%	\$450
70-79%	90%	\$405
60-69%	80%	\$360
Less than 60%	0%	\$0

Student Achievement Goals – Individual (20%)

Dibels/ELA (10% of total) –

Based on % of students with a composite score that is at grade level and/or who have made Typical, Above Typical, or Well-Above Typical Pathways of Progress growth on the DIBELS assessment.

% at Grade Level	% of \$450	Amount Earned
80-100%	100%	\$300
60-79%	75%	\$225
40-59%	50%	\$150
Less than 40%	0%	\$0

Math Interim Assessments

(10% of total) : Based on average percentage proficient on four math interim assessments.

% Proficient	% of \$450	Amount Earned
At least 50%	100%	\$300
35-49%	75%	\$225
25-34%	50%	\$150
Less than 40%	0%	\$0

Student Achievement Goals AzMERIT-15%

10% Individual 5% School

Growth comparison to individual results

How does my students' proficiency (proficient and highly proficient) compared to my individual class results proficiency rate from last year? (5% for reading, 5% for math)

Growth comparison to school results

How does my students' proficiency (proficient and highly proficient) compare to the proficiency rate for my grade level **at my school** last year? (2.5% for reading, 2.5% for math)

For example:

My fourth grade class this year attains a 40% pass rate. Last year, 4th graders at my school attained a 37% pass rate; therefore, my growth is 3%.

<u>Growth</u>	% dollars earned	Individual	School
Negative growth (<0%)	0%	\$0	\$0
0% to 0.99%	40%	\$120	\$60
1% to 2.99%	60%	\$180	\$90
3% to 4.99%	80%	\$240	\$120
5% or greater	100%	\$300	\$150

For example:

My fourth grade class this year attains a 40% pass rate. Last year, 4th graders in the school attained a 32% pass rate; therefore, my growth is 8%.

Professional Performance– 40%

Observe and Reflect 20%=\$600	Learning Plan 15%=\$450	Teacher Attendance Rate- 5%=\$150
<p>Once per quarter, each teacher will use a planning period to observe another teacher, complete a reflection form and submit to their principal. The principal will pre-approve whom each teacher will observe.</p>	<p>Each teacher, in collaboration with their principal, will choose a Learning Plan option to pursue.</p> <ul style="list-style-type: none">• Microcredential• Google Certification• National Board Component• Graduate Level Class• Child Study Committee Member <p>(CST members must apply)</p>	<p>Each teacher will maintain a 97% attendance rate throughout the year.</p>

PARENT AND STUDENT SURVEY COMPLETION & SATISFACTION (10%),

Were 50% of the parent surveys from your school returned with at least 70% satisfaction?	\$ Awarded
Yes	\$150.00
No	\$0.00

The overall satisfaction rate indicated by the student survey	Percentage of dollars awarded	\$ Awarded Up to \$150
80-100%	100%	\$150
60-79%	75%	\$112.50
40-59%	50%	\$60.00
Less than 40%	0%	\$0.00

**A SURVEY WILL BE
SENT OUT TUESDAY
EVENING, 5/7/19.**

**WE NEED ALL TEACHERS
TO COMPLETE THE
SURVEY BY FRIDAY,
MAY 10, 2019
AT 4:00PM**