

## **Philosophy, Goals, Objectives and Comprehensive Plans**

### **AWARDS FOR SCHOOL PERFORMANCE**

The Board of Trustees recognizes that monetary and nonmonetary incentives have a meaningful place in an accountability system designed to encourage student achievement. The Board believes that rewards should recognize both outstanding performance and significant progress or growth toward performance goals.

The Board may provide awards to schools, individual staff members and students in accordance with Board policy and administrative regulations.

In addition, schools are expected to develop and implement plans to meet or exceed growth targets established for state school performance rewards. To ensure eligibility for the state's reward programs, the Superintendent or designee shall develop adequate methods of reporting the characteristics of the student population as would be part of reporting STAR results subpopulation. He/she also shall ensure an accurate count of students who participate in the assessments and students who are granted waivers based on parent request or the provisions of their Individualized Education Plan.

At each school receiving a Governor's Performance Award and/or a School Site Employee Performance Award, the school site council or other council comprised of teachers and parents/guardians shall determine how the discretionary funds will be spent and shall seek ratification from the Board of Trustees. The Board may accept or reject the proposal, but shall not make modifications to it. If the Board rejects the proposal, the council may submit another proposal to the Board.

The Superintendent or designee shall ensure that all award funds are distributed to eligible schools in accordance with law.

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- (cf. 0000 - Vision)
- (cf. 0200 - Goals for the School District)
- (cf. 0500 - Accountability)
- (cf. 0510 - School Accountability Report Card)
- (cf. 0520 - Intervention for Underperforming Schools)
- (cf. 1150 - Commendations and Awards)
- (cf. 4156.2 - Awards and Recognition)
- (cf. 5126 - Awards for Achievement)
- (cf. 6011 - Academic Standards)
- (cf. 0400 - Comprehensive Plans)
- (cf. 0420 - School Plans/Site Councils)

**AWARDS FOR SCHOOL PERFORMANCE (continued)**

- (cf. 6159 - Individualized Education Program)
- (cf. 6162.5 - Student Assessment)
- (cf. 6162.51 - Test Integrity/Test Preparation)
- (cf. 6174 - Education for English Language Learners)

Legal Reference:

**EDUCATION CODE**

- 33126 School accountability report card
- 44015 Awards to employees and students
- 44650-44654 Certificated staff performance awards
- 52050-52058 Public Schools Accountability Act, especially:
- 52056-52058 High Achieving/Improving Schools Program
- 54761 Categorical programs
- 60640-60647 Standardized Testing and Reporting Program
- 64000 Categorical programs

Management Resources:

**WEB SITES**

- CDE: <http://www.cde.ca.gov>
- SBE: <http://www.cde.ca.gov/board>
- CSBA: <http://www.csba.org>

## **Philosophy, Goals, Objectives and Comprehensive Plans**

### **AWARDS FOR SCHOOL PERFORMANCE**

#### **Governor's Performance Awards and School Site Employee Performance Awards**

Any district school may be eligible to receive a Governor's Performance Awards and/or School Site Employee Performance Awards if the following conditions are met:

1. At least 95 percent of students in an elementary or middle school (grades kindergarten through 8), or 90 percent of students in a high school (grades 9 through 12), complete at least a portion of the Stanford 9 (SAT-9), excluding students whose Individualized Education Plans exclude their participation on the SAT-9 and students who receive a parent waiver.
2. The school meets or exceeds its five percent growth target on the state's Academic Performance Index (API) or, if the school had an API of 800 or greater in the prior year, it achieves at least one point gain on the API.
3. Each numerically significant ethnic and socioeconomically disadvantaged subpopulation achieves at least 80 percent of the school's API growth target.

A "numerically ethnic or socioeconomically disadvantaged subgroup" is a subgroup that constitutes at least 15 percent of a school's total student population and consists of a least 30 students. An ethnic or socioeconomically disadvantaged subgroup of at least 100 students constitutes a numerically significant subgroup, even if the subgroup does not constitute 15 percent of the total enrollment at a school. (Education Code 52052, 52057)

A "socioeconomically disadvantaged student" is a student whose parents/guardians have not received a high school diploma, or a student who participates in the free or reduced price lunch program.

A school shall not be eligible if the school has fewer than 100 students or is a community day school, continuation high school, independent study school or other alternative school not assigned and API.

Any Governor's Performance Awards received on behalf of a district school shall be used at the school site for discretionary purposes. (Education Code 52057)

So long as funds remain available, schools receiving awards under the School Site Employee Performance Awards program shall allocate 50 percent of the funds to provide one-time bonuses to be divided equally on a FTE basis among certificated and classified staff who were assigned to the school site during the year of testing. The other 50 percent of the funds shall be used at the school site for one-time schoolwide purposes. (SB 1667, Section 40, Ch. 71, Statues of 2000)

**AWARDS FOR SCHOOL PERFORMANCE (continued)**

At each school receiving a Governor's Performance Award and/or a School Site Employee Performance Award, the school site council or other council comprised of teachers and parents/guardians shall determine how the discretionary funds will be spent and shall seek ratification from the Governing Board. The Board may accept or reject the proposal but shall not make modifications to it. If the Board rejects the proposal, the council may submit another proposal to the Board.

**Certificated Staff Performance Awards**

A school may be eligible for state Certificated Staff Awards under the following conditions:

1. The school was ranked in the lower half of the statewide API rankings (deciles 1-5) in the prior year. (Education Code 44651)
2. At least 95 percent of students in an elementary or middle school or 90 percent of students in a high school complete at least a portion the SAT-9, excluding students whose Individualized Education Plans exclude their participation on the SAT-9 and students who received a parent waiver.
3. The school achieves at least two times the annual growth target for the school, equivalent to 10 percent of the difference between the school's API and the interim statewide performance target of 800.
4. The school shows growth in SAT-9 scores from 1998-1999.
5. Each numerically significant ethnic or socioeconomic subpopulation, as defined above, achieves at least 80 percent of the 10 percent growth.

Any award received under this program shall be distributed to certificated staff at the school in accordance with negotiated agreements with the employee organization. (Education Code 44653)

For purposes of this program, all staff holding a valid certificate, including fully credentialed teachers, emergency permit teachers, intern teachers, principals, counselors, librarians and nurses, shall be eligible to receive bonuses.

These awards shall not be considered compensation for purposes of calculating retirement or other benefits. (Education Code 44654)

**AWARDS FOR SCHOOL PERFORMANCE (continued)**

**Ineligibility for Award Programs**

A school's may be invalidated and not be calculated if the Superintendent or designee certifies to the California Department of Education that:

1. The school has experienced a significant change in the student population between the base year and the growth year and that the API across the years is not comparable.
2. There were adult testing irregularities at the school.
3. The API is not representative of the student population at the school.

(cf. 6159 - Individualized Education Program)

(cf. 6162.5 - student Assessment)

(cf. 3553 - Free and Reduced Price Meals)

(cf. 6158 - Independent Study)

(cf. 6181 - Alternative Schools)

(cf. 6182 - Opportunity School/Class/Program)

(cf. 6184 - Continuation Education)

(cf. 6185 - Community Day School)

(cf. 0420 - School Plans/Site Councils)