

# PAY FOR PERFORMANCE CONCEPT PROPOSAL

In accordance with and in a concerted effort, M-DCPS has endeavored, with the districts participation in Florida's Race to the Top grant, to meet the requirements set forth in the Students Success Act (SB 736) as it relates, in particular, to the establishment of a pay for performance salary schedule for all instructional personnel as of July 1, 2014. In acknowledgement of the sustained collaborative efforts between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade, the following plan is put forth as the final step toward the convergence of the historical and new, statutorily defined compensation models.

To that effect, the 2012-2013 M-DCPS Pay for Performance Plan includes two broad avenues for teachers to receive awards based upon student performance as demonstrated through a variety of measures. Performance is measured under each avenue dependent upon (A) summative evaluation ratings over a two year window and (B) the Superintendent's Progressive Teacher Awards. Contained within each of these avenues are multiple opportunities for teachers to receive recognition.

## **(A) Individual Awards based on Two-year Summative Evaluation Trend**

Teachers will receive pay for performance awards if:

<b>Two-Year Trend</b>	<b>Share Weighting</b>
2 Years Highly Effective Ratings	\$1040.00
1 Year Highly Effective, 1 Year Effective Ratings	\$1020.00
2 Year Effective Ratings	\$1000.00
1 Year Pay for Performance Data* (Effective or higher)	\$250.00
Improvement Pay for Performance**	\$200.00

Technical Notes:

- \* 1 Year Pay for Performance Data is based on teachers who have data for only the 2012-2013 school year with a Summative Performance Evaluation rating of Effective or higher.
- \*\* Improvement Pay for Performance is for teachers moving from a Summative Performance Evaluation Rating of Developing/Needs Improvement or Unsatisfactory in 2011-2012 to Effective or Highly Effective in 2012-2013.

## **(B) Superintendent's Excellence in Teaching Awards**

- (B1) – The teachers among the top 700 teachers, by regional designation, with the highest student learning outcomes over three years based on state FCAT & Algebra I VAM.

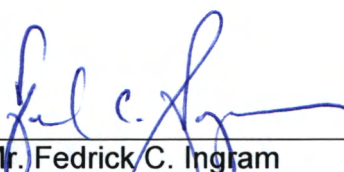
	<b>Mathematics</b>	<b>Reading/Language Arts</b>	<b>Award</b>
<b>Gold</b>	Top 50	Top 50	\$3000.00
<b>Silver</b> (Exclusive of Gold Level Awardees)	Top 100	Top 100	\$2000.00
<b>Bronze</b> (Exclusive of Gold & Silver Level Awardees)	Top 200	Top 200	\$1000.00



The undersigned agree that the submitted 2012-2013 Performance Pay Plan proposal was developed collaboratively by Miami-Dade County Public Schools administrators and representatives from the United Teachers of Dade. The work completed by the joint M-DCPS/UTD Performance Pay Committee is consistent with the requirements of the Race to the Top Grant. Upon review and approval by the Florida Department of Education, the same proposal will be implemented in its entirety.

  
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Mr. Alberto M. Carvalho  
Superintendent of Schools

1/10/14  
Date

  
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Mr. Fedrick C. Ingram  
UTD President

12/18/13  
Date