

2012-13 SCHOOL-SITE ADMINISTRATOR PAY FOR PERFORMANCE PLAN

There are two broad avenues for school site administrators to receive awards based upon performance as demonstrated through a variety of measures. Performance is measured under each avenue dependent upon (A) 2012-13 summative evaluation ratings and (B) differentiated recognition for highly effective performance.

(A) 2012-13 Summative Evaluation Ratings

School-site administrators will receive pay for performance awards if:

2012-13 Final Summative Performance (SPE) Rating	Award
Highly Effective	2.3%
Effective	2.3%

(B) Differentiated Recognition for Highly Effective Performance

Selected school-site administrators will receive pay for performance awards if they received a Final Summative Evaluation (SPE) rating of Highly Effective and:

2012-13 Final Summative Performance (SPE) Rating			Award
Principals	Gold	Highly Effective and 89 or more total points	\$4000.00
	Silver	Highly Effective and 85 to 88 total points	\$2000.00
	Bronze	Highly Effective and 80 to 84 total points	\$1500.00
Assistant Principals	Gold	Highly Effective	\$750.00