

2011-2012 PAY FOR PERFORMANCE PROPOSAL

There are four broad avenues for teachers to receive awards based upon student performance. Performance is measured under each avenue dependent upon (A) whole school performance, (B) content area, and (C) individual curriculum & classroom. Contained within each of these avenues are multiple opportunities to receive an award.

Note: If the value of an individual share exceeds \$500.00 in avenues A, B, or C, the model will be revisited and may be adjusted.

(A) School-wide Awards

All teachers within a school will receive pay for performance awards if:

- (A1) - The school maintains an "A" or increases a letter grade, or
- (A2) - The school maintains a "B" or "C" but improves in overall FCAT points, or
- (A3) - The school improves in median SAT-10 percentile in both Reading and Math. (PLC's only)
- (A4) - The school improves to or maintains a rating of "Maintaining" or "Improving". (ESE & Alternative Centers only)

Technical Notes:

A1 – based on a total possible 800 FCAT points.

A2 – based on a total possible 800 FCAT points. In the case of middle schools and K8 Centers, the comparison will be based on a possible 800 total FCAT points for 2010-2011 and a possible 900 total FCAT points for 2011-2012.

A3 – median percentile is computed across all grade levels. If school is missing prior year data, credit will be given if both the Reading and Mathematics percentiles are greater than 50.

(B) Content Area within School

All teachers and instructional coaches within a content area will receive pay for performance awards if:

- (B1) - The school improves in mathematics proficiency, gains, or lowest 25% (Math only – middle & elementary schools), or
- (B2) - The school improves in reading proficiency, gains, or lowest 25% (Reading, LA, & Social Studies).
- (B3) - The school improves in science proficiency (Science only – middle & elementary Schools)
- (B4) – The school's math learning gain ranks in the top 15% by region designation (Math only – senior high)
- (B5) – The school's Biology mean scale score (t-score) score ranks in the top 15% of schools by region designation (Science only – senior high school)

Technical Notes:

B1 – reward for elementary and middle Mathematics.

B2 – reward for content areas Reading, Social Studies, and Language Arts.

B3 – reward for elementary and middle Science

B4 – reward for senior high Mathematics.

B5 – reward for senior high Science.

} For notes B1 through B4, comparison will be done using unadjusted points for 2011-2012.

(C) Individual Teacher

Qualifying teachers within a school will receive pay for performance awards if:

- (C1) – FCAT Reading & Math: Ranking based on state VAM scores by region designation. (Top 15%)
- (C2) – End of Course results: Ranking based on state Algebra I VAM by region designation. (Top 15%)
- (C3) – 3rd Grade: Local VAM based on 2nd grade SAT & 3rd grade FCAT by region designation. (Top 15%)
- (C4) – Grades 1 & 2: Local VAM based on SAT by region designation. (Top 15%)
- (C5) – Advanced Placement/IB/AICE Exams (based on % passing (3 or better)): (Top 15%)
 - Art
 - English Language
 - Foreign Language
 - Science
 - Social Studies
 - Any additional areas with 10 or more teachers
- (C6) – Florida Alternate Assessment: Learning gains for Reading and Math(based on district-wide grouping)
 - Reading – Top 15%
 - Math – Top 15%

Technical Notes:

To calculate a VAM and/or to be eligible under Avenue C, a teacher must have a minimum of 10 students per grade level and/or test content.

Awards in Avenue C will carry a doubled share value.

(D) Superintendent's Progressive Teacher Awards

Selected teachers will receive pay for performance awards if:

- (D1) – They are among the top 5 reading and top 5 math teachers within the region/designated school group with the highest student learning outcomes over three years based on state FCAT & Algebra I VAM.
 - Rank 1 - \$5,000
 - Rank 2 - \$3,500
 - Rank 3 - \$2,500
 - Rank 4 - \$2,500
 - Rank 5 - \$2,500



The undersigned agree that the submitted 2011-2012 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.



Alberto M. Carvalho
Superintendent of Schools

11/9/12
Date



Karen Aronowitz
UTD President

11/8/12
Date