

2010-11 Performance Pay Proposal

There are four broad avenues for teachers to receive additional monies based on student performance. These avenues are dependent upon student performance (A) related to the whole school, (B) related to the content area, and (C and D) related to the classroom. Within each of these avenues, there are several conditions that can result in performance awards.

Note, if the value of an individual shares exceeds \$500, models in A, B and C will be revisited and adjusted.

(A) School-wide Awards

All teachers within the school will receive performance pay awards if:

- (A1) – the school remains an “A” school or **improves in FCAT letter grade**, or
- (A2) – the school remains a “B” or “C” school but **improves in overall FCAT points**, or
- (A3) – the school remains a “D” school but **improves in proficiency points**, or
- (A4) – the school remains a “D” school but **improves in the percentage of subgroups meeting AYP**, or
- (A5) – the school **improves in median SAT-10 percentile**.

Technical Details:

- A1 – based on a total possible 800 FCAT points.
- A2 – based on a total possible 800 FCAT points.
- A3 – must improve in both Reading and Mathematics.
- A4 – or if school remains at 100% meeting AYP criteria.
- A5 – 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 coaches) within a content area will receive performance pay awards if:

- (B1) – the school **improves in Mathematics proficiency, gains, or lowest 25 percent**, or
- (B2) – the school **improves in Reading proficiency, gains, or lowest 25 percent**.

Technical Details:

- B1 – reward for content areas Mathematics and Science.
- B2 – reward for content areas Reading and Social Studies.

(C) Individual Teachers within School

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

- (C1) – the percent of the teacher’s students **making learning gains meets or exceeds 90 percent.**

Technical Details:

C1 – applies to 3rd through 10th grade students. Criterion can be met in either Reading or Mathematics. Does not apply if teacher has fewer than 10 students in elementary grades or 40 students in secondary grades.

(D) Superintendent’s Progressive Teacher Awards

Selected teachers within a school will receive performance pay awards if:

- (D1) – they are among the ten teachers in each region, in reading and math separately, with the **highest consistent student gains over 3 years.**
- Payment for Rankings
 - Rank 1 = \$25,000
 - Rank 2 = \$12,000
 - Rank 3 = \$8,000
 - Ranks 4-10 = \$4,000

Technical Details:

D1 – each teacher award will be based on their ranking within region. A teacher who is ranked in both reading and math will be listed based on their highest ranking. If there is a tie in ranking – all teachers within the tie will be awarded. Does not apply if teacher has fewer than 10 students in elementary grades or 40 students in secondary grades

Consistent Gain = average gain in Reading or Mathematics over three years. Special determination will be made for teachers of 4th grade in Reading (due to 3rd grade retention policies.)