



ALTAR VALLEY ELEMENTARY SCHOOL DISTRICT

PERFORMANCE PAY PLAN

2021-2022

The purpose of the individual teacher performance pay plan is to reward teachers for outstanding student performance, enhance collegiality, encourage positive school and community relations, and promote continuous professional development. The system used is designed to be both achievable and professionally responsible. Certified personnel must complete the plan according to the District guidelines in order to receive the pay for performance. These activities are designed to be above and beyond the regular expectations of Altar Valley School District teachers. A primary and required component of the Altar Valley plan is measurement of student achievement. Please note specifics about the plan below:

1. Staff members that are on long term leave for twenty or more consecutive days are eligible for performance pay and it can be restored to the full amount for those who can document that they have continued to provide support in other substantial ways to promote student performance and achievement of plan during their absence. They must be able to document why they are deserving of the full amount. After validation the request will be approved or denied by the superintendent.
2. Staff members starting before January 1st are eligible for 100% of the funds if they complete the requirements of the rubric. Staff starting after January 1st is eligible for 50% of the performance pay and must complete 50% of the required points. They cannot appeal for 100% of the funds. Staffs starting after January 31 are not eligible to participate in the performance portion for that school year.
3. Teachers who are working towards National Board Certification may request a 1 year waiver and still qualify for funds. The following procedures must be met: identify your request for a waiver. Complete the rubric for National Board Candidacy and submit to your building 301 committee by the deadline, and provide additional documentation to committee as requested.
4. The deadline for the Performance Plan documentation to be turned into the Building Principal is May 4. After final notification the teacher will have 5 days to submit an appeal.



PLAN COMPONENTS:

There are four components a teacher may accomplish to be considered for performance pay. Each component represents a portion of the Teacher Performance Fund and has a range of awards:

- I. 33% - Student Achievement / Culminating Activity
- II. 33% - Professional Performance / Altar Valley Teacher Evaluation System
- III. 24% - Professional Development Attendance
- IV. 10% - Parent Survey

MEASUREMENT CRITERIA FOR THE COMPONENTS:

Component I: Student Achievement (33% of Total): Culminating Activity

Student achievement will be measured through a teacher / PLC created culminating activity.

- 100% of Performance Pay will be awarded for Student Achievement Goals at Level 4
- 100% of Performance Pay will be awarded for Student Achievement Goals at Level 3
- 70% of Performance Pay will be awarded for Student Achievement Goals at Level 2
- 50% of Performance Pay will be awarded for Student Achievement Goals at Level 1

Quantitative Student Data

4 / 100%	3 / 100%	2 / 70%	1 / 50%
>70% of students scored Proficient or Highly Proficient	55% - 69% of students scored Proficient or Highly Proficient	50% - 54% of students scored Proficient or Highly Proficient	< 49% of students scored Proficient or Highly Proficient

Component II: Professional Performance / Altar Valley Teacher Evaluation System (33% of Total): A rating of Highly Effective or Effective accounts for 33% of the Performance Pay allocation.

- 100% of Performance Pay will be awarded for Teacher Evaluation if teacher earns a score of Highly Effective.
- 100% of Performance Pay will be awarded for Teacher Evaluation if earned a score of Effective.
- 80% of Performance Pay will be awarded for Teacher Evaluation if earned a score of Developing.
- 40% of Performance Pay will be awarded for Teacher Evaluation if earned a score of Ineffective.

100% Highly Effective	100% Effective	80% Developing	40% Ineffective
--	---------------------------------	---------------------------------	----------------------------------



Component III: Professional Development as measured by attendance (24% of Total):

- 100% of Performance Pay will be awarded for attendance at 90% of Friday Professional Developments for the entire length of the professional development.
- Documentation: Sign in sheet/check in sheet will be used for all professional developments.

Component IV: Parent Survey (10% of Total):

- A survey will be provided each spring by the district to Altar Valley families to guide us in providing an All-Star education, all staff will encourage parents to complete the survey.

ALLOCATION OF FUNDS:

Payment will be contingent upon the arrival of data in time to prepare and distribute the checks. Any funds not distributed will be carried over to the next year for the same purpose. Individuals have no entitlement to present or future undistributed funds.

PARAMETERS:

1. The Performance Pay Plan will be evaluated annually by a Performance Pay Committee of teachers and administrators called by the Superintendent for this purpose.
2. All Certified Teachers paid on the Teacher's Salary Schedule will have the opportunity to participate, unless otherwise excluded.
3. The Performance Pay Plan will be introduced annually to teachers at each school site.
4. Funds will be awarded based on evidence outlined in this Performance Pay Plan.



APPEAL PROCESS / APPLICATION

Name _____ Date _____

Grade: _____ Position _____ School _____

Appeal Process

A teacher may initiate an appeal with the site administrator when he/she does not meet the established thresholds for any area on the pay for performance plan including the student achievement data/culminating activity. During the meeting with the administrator, the teacher should be prepared to discuss:

- why thresholds were not meet
- the reason(s) why students did not achieve the academic objectives of the culminating activity
- the professional lessons learned
- the strategies, ideas, and revisions, the teacher has reflected upon to remedy the situation
- state reason for appeal, including a justification, attach additional data, and supporting documentation as needed

All appeals must be requested and decided upon before any payout. The decision of the administrator shall be final.

Employees who feel they have a further grievance always have the option of going through the formal district grievance process.

Appeal Granted _____

Appeal Denied _____

Comments:

Signature of Principal

Date



Pay for Performance Final Documentation

To be completed by teacher and principal.

Name:

Grade:

Date:

I. 33% - Student Achievement: Culminating Activity

Quantitative Student Data

4 / 100%	3 / 100%	2 / 70%	1 / 50%
>70% of students scored Proficient or Highly Proficient	55% - 69% of students scored Proficient or Highly Proficient	50% - 54% of students scored Proficient or Highly Proficient	< 49% of students scored Proficient or Highly Proficient

Score: _____ (33%)

**II. 33% - Professional Performance / Altar Valley Teacher Evaluation System:
(See Evaluation Supporting Documentation)**

100% Highly Effective	100% Effective	80% Developing	40% Ineffective
----------------------------------	---------------------------	---------------------------	----------------------------

Score: _____ (33%)

**III. 24% - Professional Development Attendance
(See Attendance Sheet)**

100% of Performance Pay will be awarded for attendance at 90% of Friday Professional Developments for the entire length of the professional development.

Attended 90% of AVSD Professional Development:

Yes	No

Score: _____ (24%)

IV. 10% - Parent Survey

A survey will be provided each spring by the district to Altar Valley families to guide us in providing an All-Star education, all staff will encourage parents to complete the survey.

Encouraged all families to complete the AVSD parent survey:

Yes	No



Score: _____ (10%)

Signature:

Signature:

Date: