

<p style="text-align: center;">Proposed Channing Hall School Performance Pay Plan June 30, 2008</p>

Element of the Performance Pay Plan

Eligibility: All Channing Hall employees, employed on an FTE basis are eligible to receive Performance Pay based on the elements and criteria outlined in the observation/evaluation plan, provided that:

1. The employee is hired prior to October 1, 2008
2. The employee is not serving a formal probation as of April 30, 2009
3. The employee is not terminated or the subject of not receiving a continued employee agreement prior to April 30, 2009

Performance Pay Amount: Each eligible employee may receive up to \$1,000 per FTE based on earning the required elements of the Performance Plan. This amount may increase or decrease commensurate with the state funding under 53A-17a-148. The actual amount earned will be based on the number of points earned according to the elements of this plan and shall be pro-rated upon the FTE designation of the employee.

Successful Job Performance Evaluations: At Channing Hall our Performance Pay Plan is the designation of minimum standards all employees must meet in order to be considered successful. Each staff designation (faculty, classified, and administrative) has a performance evaluation where these standards are successfully met or not. When an employee does not meet our minimum expectations a person's employee agreement is not extended.

Each employee group is rated appropriately based on their job requirements, which are spelled out in each individual's annual growth plan. For the purpose of the Performance Pay Plan we have attached a rating scale to each of the outlined standards required. These guidelines define the minimum standard each eligible employee must meet to receive the performance incentive. Each employee classification has different goals and standards to meet.

Certificated/Administrative Employees: Eligible employees whose most current total evaluation scores as of June 5, 2009, fall within the "Outstanding to Fair" range will receive performance pay. Any eligible certificated employee who's most current total evaluation scores falls within the "Needs Improvement" range will be ineligible for any performance pay.

Purpose of Teach Growth Program

- To foster a community of learners – continuing to grow teaching skills
- Incorporate IB philosophy into everyday teaching
- Unify and live the mission at Channing Hall
- Set clear standards across teachers
- Drive accountability for teacher performance
- Set clear standard on Channing Hall culture of teachers
- Participate in Collaboration

Teacher Behaviors:

<i>Education / Academics (25)</i>	Comments	Possible Points	Points Earned
Set personal goals and achieve them		2	
Participate on IB grade level team in creating IB planners		2	
Incorporate IB attitudes and standards into everyday teaching		2	
Communicate clearly with parents on student learning / expectations on an ongoing basis		2	
Assign regular homework through end of year		2	
Check student planners on a daily basis		5	
Check and return homework, class assignments, and test in a timely manner		5	
Use SIS daily to record attendance		5	

<i>Professionalism (40)</i>	Comments	Possible Points	Points Earned
Be prompt and prepared for all required meetings		2	
Follow business casual dress code		2	
Communicate with other faculty and administration positively (deal with issues directly rather and gossip or talk behind a person's back)		2	
Return parent emails/calls in a timely manner (24 hours)		2	
Communicate any important student issues on the day of occurrence		2	

Maintain confidentiality of all student information		2	
Prepare for substitutes		2	
Exhibit the IB Attitudes and Learner Profile (Respect for peers and students)		2	
Use only school approved/appropriate curriculum		2	
Meet regularly and participate fully with collaboration team to improve student achievement		15	
Meet with Special Education department regarding needs of students (by end of 2 nd week of September)		2	
Provide for needs of Special Education students (getting them to resource on time, accommodations)		5	

<i>Team Player (6)</i>	Comments	Possible Points	Points Earned
Participate in car pool duty (on time, train parent helpers)		2	
Attend at least 90% of faculty meetings		2	
Participate in committee work and attend at least 90% of meetings		2	

<i>Organization Skills (19)</i>	Comments	Possible Points	Points Earned
Create lesson plans and follow them		2	
Turn lesson plans in by first school day of the week		5	
Maintain a classroom where the physical and affective environment promotes student learning (clean, orderly, positive, etc.)		10	
Display daily agenda on the board for students to follow		2	

<i>School Programs (30)</i>	Comments	Possible Points	Points Earned

Implement school wide <i>Positive Behavior Support</i>		5	
Complete IB planners/Areas of Interaction as agreed upon		2	
Differentiate for students based on needs (provide at least 2 levels in math) Middle School: Differentiate for students in your subject area (learning style, multiple intelligences, ability)		10	
Prepare students to lead Student Led Conferences twice a year		2	
Student Portfolios <ul style="list-style-type: none"> K-5- Include 2 samples of student work from each subject area per quarter (reading, writing, math, social studies) 6-8 – Include at least 4 samples of work per subject area per quarter		5	
K-5: Implement <i>Words Their Way</i> with integrity		2	
K- 4: Implement <i>Guided Reading</i> with integrity		2	
Conduct <i>fluency assessments</i> as per reading level		2	
Prepare and deliver Writers' Workshop lessons based on <i>Units of Study For Primary Writing</i>		10	

<i>Assessments (30)</i>	Comments	Possible Points	Points Earned
UTIPS Testing: <ul style="list-style-type: none"> 2nd – 8th – Assign math tests at least twice per quarter 4th – 8th – Assign a science test at least once per quarter 		10	

2 nd – 6 th : show growth overall as a grade level on CRT raw scores in math 7/8 : show growth overall on CRT raw scores in subject area		10	
K-1 st grade: 80%of students will be on grade level in reading by the end of the year		10	

All items may be included in parent/student surveys. Information will be gathered from administration, Resource Department, parent and student surveys, Teacher Professional Growth Plan portfolios, and goal meetings with teachers. The plan includes both individual and grade level goals which must be reached in order to receive full amount of performance pay.

Performance Pay Rating Scale: Total Points Possible: 160

Outstanding	≥ 90% of applicable points	100% performance pay
Excellent	≥ 80% of applicable points	90% performance pay
Good/Fair	≥ 70 % of applicable points	80% performance pay
Needs Improvement	≤ 69% of applicable points	No performance pay

Classified Employees: For all FTE classified employees there is a similar rating scale as with teachers and administration. This scale is based on the classified employees job responsibilities and skill set. Classified employees will also be given points and a percentage of their performance pay will based on the same scale (Outstanding, excellent, fair, and needs improvement) as teachers and administrators.

Time of Payment: All performance pay will be paid to employees on their June 20, 2009 pay check.



CHANNING HALL

Channing Hall submits its Performance Pay Plan on June 30, 2008.

The next Channing Hall board meeting is scheduled for August 19, 2008. However, there will be a special board meeting announced and held to approve our Performance Pay Plan. Once this meeting has occurred and the plan is formally approved by the Board, a letter (signed by the Board President) indicating the governing board has approved the plan will be submitted to Larry Shumway.