

Performance Based Compensation Plan

Syracuse Arts Academy
Jan M. Wimpey, Principal

1. Who is eligible for the performance-based compensation?

Syracuse Arts Academy will use these funds for full and part time licensed teachers in grades K-6 and Special Education.

2. What are the criteria for awarding performance-based compensation?

Our school plan for awarding performance-based compensation will focus on numeracy. We will use the Utah Professional Teacher Standards and Continuum of Teacher Development with the following standards being our focus for evaluation, emphasizing numeracy instruction, and points awarded based on individual teacher/team/school performance.

- 2c: Design and Articulate Instruction aligned with the Utah State Core Curriculum Standards
- 2d: Select Instructional Goals Based on Student Achievement Data and Knowledge of Students
- 3e: Differentiate Instruction to Meet Individual Student Learning Needs
- 4b: Use Multiple Sources of Formal and Informal Assessment to Verify Student Learning
- 4e: Communicate Feedback on Progress to Students and Parent/Guardians

In addition, points will be awarded for five areas of student testing: 1-Block testing, 2-Weekly quizzes, 3-Mid-terms, 4-Fluency, and 5-End of level results.

The total number of points possible for testing will be 45 points.

The total number of points possible for teacher standards will be 25 points.

The total number of points possible for team collaboration will be 20 points.

The total number of points possible for meeting the school goal will be 10 points.

3. What are the instruments or assessments that may be used to measure or evaluate performance?

For students--1-Block testing, 2-Weekly quizzes, 3-Mid-terms, 4-Fluency, and 5-End of level results.

For teachers—portfolio consisting of lesson plans, reflection sheets, collaborative logs, observations.

4. What is the amount of performance based compensation that may be awarded?

\$100 per student, per teacher meeting the proficiency standards in achievement as outlined below. Kindergarten teachers could earn \$50 per student.

5. Will the performance-based compensation be based on individual, team, or school-based performance? Perhaps a combination?

As stated above, 70% of the performance based compensation will be individual (selected teacher standards and student achievement data) and 20 points for teacher collaboration and 10 points for meeting the school goals. *Any monies not earned by individual teachers would be redistributed to qualifying individuals.*

6. Will the plan include measures of student academic progress or growth? (Optional)

Yes, all forms from the assessments listed in question three will be used with points being awarded to the teacher when:

In Kindergarten, points awarded for each student demonstrating proficiency at 90% or above on the year end assessment.

In grades 1-2, points awarded for each student demonstrating proficiency at 80% or above on the Math CRT end of year assessment.

In grades 3-4, points awarded for each student demonstrating proficiency at 76% or above on the Math CRT end of year assessment.

In grades 5-6, points awarded for each student demonstrating proficiency at 74% or above on the Math CRT end of year assessment.

7. Will the plan include specific measures of instructional quality?

Yes, as outlined above by selecting standards from the Utah Professional Teacher Standards and Continuum of Teacher Development, have been selected. Observations and a rubric based teacher portfolio will be required.

8. Will the plan measure parent and student satisfaction? (Optional)

Syracuse Arts Academy does an extensive parent and student survey yearly. This information is used by the principal and the Board of Directors in setting school improvement goals. This information will not be used in awarding performance-based compensation.

9. Will the plan measure school progress?

Yes, the school goal will be based on improvement in student performance from the 2007-2008 school year data including AYP and U-PASS data. The school must at a minimum maintain scores and raise deficit scores by 1%/2pts.

10. What other measures will be used that demonstrate improved academic and instructional performance? (Optional)

None.

Other Notes:

- ❖ This program is good for the 2008-2009 school year only
- ❖ Monies may only be used in accordance with an education entity's performance-based compensation plan. If an education entity uses performance-based compensation monies for purposes other than those stated in its performance-based compensation plan, the education entity shall reimburse the monies that were improperly used.
- ❖ There will be a required report to USOE about
 - i. The number of employees in the school who received performance-based compensation;
 - ii. The total number of employees in the school;
 - iii. The average of the performance-based compensation awarded to all employees; and
 - iv. The maximum amount of performance-based compensation awarded to an employee in the school.

For School Use Only, after the performance based compensation has been given:

	Name of Employee (Include all employees in the school)	Amount Awarded
1		\$
2		\$
3		\$
4		\$
5		\$
6		\$
7		\$
8		\$
9		\$
10		\$
11		\$
12		\$
13		\$
14		\$
15		\$
16		\$
17		\$
18		\$
19		\$
20		\$
21		\$
22		\$
23		\$
24		\$
25		\$

Jan M. Wimpey, Principal 06/12/08

Chris Dallin, Board President 06/12/08