

Utah Schools for the Deaf and the Blind  
One-time Performance-based Compensation Plan  
June 30, 2008

Employees who are eligible:

- 76 teachers who teach deaf/hard of hear, blind/visually impaired, and deafblind students in self-contained classrooms.

Criteria for awarding the compensation:

- Teachers may participate in activities that will increase levels of all USDB students by incorporating literacy into more “real life” activities.
  - Teachers may incorporate two activities for student readiness skills to provide the opportunity to improve their literacy (reading or writing).
    - Examples of activities:
      - Literacy Clubs – host twenty 30-minute sessions.
      - Literacy Fair - Three regional Literacy Fairs will be held to strengthen the school-family relationship, providing families with a “kick-start” to increase the excitement of literacy in the home.
      - Authorship – Provide opportunities for students to become authors by publishing their work in hardbound books. Each participating class will conduct a writer’s workshop, and submit their materials for binding. Students will receive one hardbound copy of their work.
      - Other related activities approved by the Program Director and Curriculum Director.

Instruments or assessments used to measure/evaluate performance:

- Beginning and ending measurements for student progress will be the same assessment.
  - The same measurements such as; test scores, number of library books checked out, informal teaching assessment, etc., must be used so results can be compared.
  - The target for achievement is:
    - USDB will increase the number of students who pass the Reading and Writing sections of the Utah Basic Skills Competency Test.
    - USDB will increase the number of students achieving proficiency on the Direct Writing Assessment.
    - USDB will demonstrate that all students are making progress in their literacy development, as shown through progress monitoring assessments.

Compensation to be awarded:

- Teacher who’s students or class show an overall increase rate of 5% will receive equal amounts of State funding. USDB will supply additional funding from other resources as available.

Performance based on individual, team or combination:

- Combination

Respectfully submitted,

*Timothy W. Smith*

USDB Superintendent

