

Holbrook Unified School District

Performance Based Compensation Plan

The Holbrook School District has a “301” committee comprised of teachers and the principal from each school. This committee has been responsible for developing the criteria for a Performance Based Compensation Plan each year since Proposition 301 was passed by the voters at the general election in November 2000. Proposition 301 levied a sales tax increase that is divided among Classroom Site Funds—Fund 011, 012, and 013. Fund 011 receives 20% of a district’s allocation and must go into the base salary for teachers. Fund 012 receives 40% of a district’s allocation and is designated as performance based compensation. Each district must develop a plan to distribute this fund. The other 40% goes to Fund 013 that may be used in a variety of ways. The 301 committee decided to also put this 40% (with Fund 011) into the base salary for teachers.

In September 2004 the Holbrook School District Governing Board approved the concept of awarding 75% of the monies available in the Classroom Site Fund 012 to teachers who met their Personal Professional Development goals for the year and 25% to the teachers at each school that met their Academic Achievement goal(s) for the year. Any monies not awarded because a particular school did not make their Academic Achievement goal would carry over to the next year in that fund. Teachers at a school that did not make this goal for one year and did make it the following year would get the amount determined for attaining the goal for the current year plus one fourth, or 25%, of the amount carried over from the previous year divided by the number of teachers at the school who earned the stipend for the current year.

The 301 Committee was also responsible for redesigning the District’s Teacher Performance Evaluation System. The new system was piloted in 2003-04 and used District wide in 2004-05. The Governing Board approved it as the District’s Teacher Evaluation System in July 2005. All of the Personal Professional Development goals and the Academic Achievement goals are tied to the Performance Evaluation System. Our Performance Evaluation System is based on Arizona’s Professional Teacher Standards.

In the summer of 2005 a new law based on S.B. 1074 went into effect. The new law adds A.R.S. 15-920.01 and amends A.R.S. 15-977. This law requires a district governing board to adopt a performance based compensation system at a public hearing to allocate funding from the Classroom Site Fund. The law specifies the following factors in the performance based compensation system that the governing board may modify:

1. School district performance and school performance
2. Measures of academic progress toward the academic standards adopted by the State Board of Education
3. Other measures of academic progress
4. Dropout or graduation rates
5. Attendance rates
6. Ratings of school quality by parents
7. Ratings of school quality by students
8. The input of teachers and administrators
9. Approval of the performance based compensation system based an affirmative vote of at least seventy percent (70%) of the teachers eligible to participate in the performance based compensation system
10. An appeal process for teachers who have been denied performance based compensation
11. Regular evaluation for effectiveness

The committee would like to recommend that our performance based compensation system be based on school performance, measures of academic progress toward the academic standards adopted by the State Board of Education, other measures of academic progress, the input of teachers and administrators, approval of 70% of the teachers eligible to participate in the performance based compensation system, an appeal process for teachers who have been denied this compensation, and regular evaluation for effectiveness.

*The system will be evaluated in the following manner:

Academic Achievement Goals (25%)

Each year's growth on the measures of academic achievement used at each grade level (AIMS, DIBELS, Terra Nova, etc.) will be charted, compared, and discussed at each school and with the Governing Board. Recommendations for any adjustments will be presented to the Governing Board for approval.

Personal Professional Development Goals (75%)

Principals will evaluate each teacher's goals as they are submitted and make recommendations for eligibility for payment to the Superintendent. Principals will prepare a report of the effectiveness in increasing student achievement and improvement of instruction through the goals accomplished by teachers at his/her school. They will then present the report to their respective staffs, the Superintendent, and Governing Board. Recommendations for any adjustments will be made by the principal and staff at each school and presented to the Governing Board for approval.

Performance Evaluation System

This system for the annual evaluation of teachers will be reviewed by the District 301 Committee at the beginning of each school year. Recommendations for changes and improvements will be made and agreed upon at committee meetings. Any significant changes will be presented to the Governing Board for approval in October of each year.