

PAY FOR PERFORMANCE

Board Policy

1. A School District local student achievement awards oversight committee shall be established which consists of one certificated instructional employee per school (selected by the principal), the superintendent and one member of the board of trustees. The percentage of teachers selected who are local association members shall be at least equal to the percentage of certificated instructional employees in the district who are association members.

Duties shall include:

- A) Ensure that local student achievement share awards are equivalently difficult/easy to earn by all groups (Professional Learning Communities) within the district. Preliminary plans for teachers in each building will be forwarded to the committee each year via the superintendent, and these plans will have been determined by groups of teachers and the principal. Each building shall attempt to ensure plans are equitable before sending them to the committee.
- B) Set guidelines/rules to govern local student achievement share awards in the school district.
- C) Help ensure that results for which there is pay are reliable and valid.
- D) Help ensure that excellence and improvement are encouraged, and that all effective certificated building-based staff have an opportunity to earn awards. The process should be one that encourages creativity and collaboration with Professional Learning Communities, and a “bottom up” approach to goal setting.
- E) All performance and personnel matters which are confidential under current state law and school district policy will remain confidential.