

2015-16 Achievement School District Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Performance	<p>The Achievement School District provides performance-based pay for all Teachers.</p> <p>Teachers are differentiated based upon end of year performance ratings, which are driven by the following measures:</p> <ul style="list-style-type: none"> - Principal Observations - Student Growth Measures - Student Achievement Measures 	<p>All Teachers receiving a rating of a 3, 4 or 5 will receive a performance-based raise. Raises for Teachers range between \$1000 and \$4000.</p> <p>Raise amount vary based upon both the Teacher's end of year rating, as follows:</p> <p>Level 5 = \$4000 Level 4 = \$2000 Level 3 = \$1000 Level 2 = \$0</p>	<p>All Teachers are eligible to participate in our performance-based pay system.</p> <p>We anticipate that 80% of our Teachers will receive a raise.</p> <p>Level 3 = 50% Level 4 = 25% Level 5 = 5%</p> <p>We budget for 100% of our Teachers to be eligible for a bonus.</p>	<p>A raise in base salary for 80% of our current Teachers represents an increase in our salary expense of \$146,250.</p> <p>A \$5,000 bonus payout to 100% of our Teachers represents about \$450,000.</p>	<p>Raises represent an increase in our salary expense of 4.2%</p> <p>Bonuses represent 12.9% of our total salary expense.</p>

	<ul style="list-style-type: none"> - Stakeholder Perceptions/Student Surveys <p>Scores from these four elements are combined in a weighted average to derive an Annual Performance Rating on a scale of 1-5 for each Teacher.</p> <p>Please see Appendix A for greater detail on evaluations for Teachers in tested versus non-tested grades/subjects.</p>	<p>Level 1 = \$0</p> <p>Please see Appendix A for an overview of the ASD raise matrix.</p> <p>Teacher bonuses are based upon both school-wide student achievement and Teacher attendance. All Teachers whose school meets their growth targets of an average of 8-10 point gains in student proficiency across tested subject areas will receive a \$4000 bonus. Additionally, Teachers receive a \$500 bonus for each semester in which they have perfect attendance (excluding professional development). Please see Appendix A for an overview of our bonus structure.</p>			
Additional Instructional Roles or Responsibilities	<p>Teachers at the Achievement School District have the opportunity to take on, and receive additional compensation for the following roles:</p> <ul style="list-style-type: none"> - Grade Level Chairman - Course Leader - Cohort Leader <p>Additionally Teachers selected to participate in a special, temporary task force (i.e. curriculum development) or who take on add'l responsibilities (i.e. coaching a fellow Teacher or Resident</p>	<p>Pay for Teacher Leadership roles comes in the form of an annual stipend not to exceed \$2,500.</p>	<p>All Teachers are eligible to apply for Teacher Leadership roles. Selection for these opportunities is driven by the following areas:</p> <ul style="list-style-type: none"> - Teacher Effectiveness Rating - Leadership Capability - Appropriate Knowledge/Skillset for the project/task force <p>We anticipate 20 Teachers will receive this stipend.</p>	\$50,000	<p>This represents 1.4% of our current salary expense.</p>

	Teacher) may receive an additional stipend for their participation.				
--	---	--	--	--	--