



ALTAR VALLEY ELEMENTARY SCHOOL DISTRICT

PERFORMANCE PAY PLAN

2023-2024

The purpose of the individual teacher performance pay plan is to reward teachers for outstanding student performance, enhance collegiality, encourage positive school and community relations, and promote continuous professional development. The system used is designed to be both achievable and professionally responsible. Appropriately certified personnel must complete the plan according to the District guidelines in order to receive the pay for performance. These activities are designed to be above and beyond the regular expectations of Altar Valley School District teachers. A primary and required component of the Altar Valley 301 plan is measurement of student achievement through district assessment tools.

PLAN COMPONENTS:

There are four components a teacher may accomplish to be considered for performance pay. Each component represents a portion of the Teacher Performance Fund and has a range of awards:

I. 33% - Student Achievement Goal

II. 33% - Professional Performance as measured by the Altar Valley Teacher Evaluation System

III. 24% - Professional Development/Professional Learning Community (PLC) Attendance

IV. 10% - Parent Survey

MEASUREMENT CRITERIA FOR THE COMPONENTS:

Component I: Student Achievement (33% of Total): Group "A" teachers: **Kindergarten – 1st Grade:** Student achievement will be measured through:

Culminating Activity – Teacher created culminating activity.

4 / 100%	3 / 90%	2 / 70%	1 / 50%
>65% of students scored Proficient or Highly Proficient	55% - 64% of students scored Proficient or Highly Proficient	50% - 54% of students scored Proficient or Highly Proficient	< 49% of students scored Proficient or Highly Proficient

Group "A" teachers 2nd – 8th Grade

2nd grade – 8th Grade Teachers: Choose a Mastery Goal or a Growth Goal:

Mastery Goal: Points will be assigned based on the percentage of students who score Proficient or Highly Proficient on the District Benchmark Assessment.

Growth Goal: Based on the percentage of students who show Expected Growth on the District Benchmark Assessment. Expected Growth will be based on students' growth trajectory between the pre-test administered in August and the post-test administered in March as calculated by ATI.



2nd–4th Grade Teachers: Math or ELA scores as the sole measure.

5th – 8th Grade Teachers: Average all classes or choose one class as the sole measure (Math or ELA).

7th & 8th Grade Science Teachers: may choose a Mastery or Growth Goal utilizing the Science District Benchmark Galileo.

“Group B” teachers:

Option 1: teacher will select one Group A teacher to directly support via push in intervention and/or intervention provided during Re-Teach & Enrich / Power Hour.

Option 2: Culminating activity.

Classroom District Benchmark (Galileo) Data MASTERY

	4 / 100%	3 / 90%	2 / 70%	1 / 50%
	>65% of students scored Proficient or Highly Proficient	55% - 64% of students scored Proficient or Highly Proficient	50% - 54% of students scored Proficient or Highly Proficient	< 49% of students scored Proficient or Highly Proficient
DBM (Galileo)				

Score: _____ (33%)

Classroom District Benchmark (Galileo) Data GROWTH

	4 / 100%	3 / 90%	2 / 70%	1 / 50%
	>65% of students showed Expected Growth	55% - 64% of students showed Expected Growth	50% - 54% of students showed Expected Growth	< 49% of students showed Expected Growth
DBM (Galileo)				

Score: _____ (33%)



Culminating Activity (K-1; Group B Teachers)

4 / 100%	3 / 90%	2 / 70%	1 / 50%
>65% of students scored Proficient or Highly Proficient	55% - 64% of students scored Proficient or Highly Proficient	50% - 54% of students scored Proficient or Highly Proficient	< 49% of students scored Proficient or Highly Proficient

Component II: Professional Performance as measured by the Altar Valley Teacher Evaluation System (33% of Total):

- 100% of Performance Pay will be awarded for Teacher Evaluation if teacher earns a Score of Highly Effective.
- 100% of Performance Pay will be awarded for Teacher Evaluation if earned a Score of Effective.
- 80% of Performance Pay will be awarded for Teacher Evaluation if earned a Score of Developing.
- 40% of Performance Pay will be awarded for Teacher Evaluation if earned a Score of Ineffective.

4	3	2	1
100% Highly Effective	100% Effective	80% Developing	40% Ineffective

Component III: Professional Development as measured by attendance (24% of Total):

- 100% of Performance Pay will be awarded for attendance at 90% of Friday Professional Learning Community (PLC) and Professional Developments for the entire length of the professional development.
- Documentation log / evidence must be submitted to include date and description of Professional Development Activity. i.e. Team Meeting, PLC's, District PD topics, and or agendas

Date	Topic	Evidence/Other/Initials

Component IV: Parent Survey (10% of Total):

- A survey will be provided each spring to the Altar Valley families.

ALLOCATION OF FUNDS:



Payment will be contingent upon the arrival of assessment data in time to prepare and distribute the checks. Any funds not distributed will be carried over to the next year for the same purpose. Individuals have no entitlement to present or future undistributed funds.

PARAMETERS:

1. Staff members that are on long term leave for twenty or more consecutive days are eligible for performance pay and it can be restored to the full amount for those who can document that they have continued to provide support in other substantial ways to promote student performance and achievement of plan during their absence. They must be able to document why they are deserving of the full amount. After validation the request will be approved or denied by the school principal.
 - a. Documentation options: Conferencing with parents, students, and colleagues via phone, email, video, etc. lesson planning, virtual attendance in meetings such as PLC, principal meetings, grade level, meetings etc. Other options as approved by school principal.
2. Staff members starting before January 1st will have their funds prorated based on their hire date if they complete the requirements of the rubric. Staff starting after January 1st are eligible for 50% of the performance pay.
3. Staffs starting after January 31 are not eligible to participate in the performance portion for that school year. They cannot appeal for 100% of the funds regardless of whether they meet all other eligibility requirements.
4. The deadline for the Performance Plan documentation to be turned into the Building Principal is May 5. After final notification the teacher will have 5 days to submit an appeal.
5. An employee who resigns during the school year, will not be eligible for performance pay.
6. An employee who is terminated during the school year will not be eligible for performance pay.
7. The Performance Pay Plan will be evaluated annually by a Performance Pay Committee of teachers and administrators called by the Superintendent for this purpose.
8. The Performance Pay Plan will be introduced annually to teachers at each school site.
9. Funds will be awarded based on evidence outlined in this Performance Pay Plan.
10. Performance pay will be established as amounts of available funds for specific options. These amounts may change from year to year due to funds as allocated from the legislature and revenue collected from state sales tax.
11. All appropriately Certified Teachers paid on the Teacher's Salary Schedule will have the opportunity to participate and will be paid based on their Full Time Equivalent (FTE).
12. Must possess a current Arizona teaching certificate.
13. Provides direct or indirect services to students.
14. Is considered a teacher in accordance with Proposition 301 criteria.
15. Is paid on the AVSD teachers' salary schedule. Or is a long-term substitute, who has a teaching certificate (not a substitute certificate) and who has been doing the full work of the classroom teacher, planning lessons, attending meetings, and participating in professional development days.



PAY FOR PERFORMANCE PARTICIPATION FORM

Group A Teacher

SCHOOL YEAR _____

TEACHER NAME: _____ ASSIGNMENT: _____

LOCATION _____

Participation in the Altar Valley School District Performance Pay Plan is strictly voluntary for any qualifying certified staff member. By choosing not to participate, qualified certified staff will not be eligible to receive performance pay compensation.

By signing this form, I am notifying the Altar Valley Elementary School District # 51 of my intention to participate in the Individual Performance Based Pay portion of my school's 301 goals.

Signed form is due by the third Friday in August.

Below list Action Steps that you will take to support our District Student Achievement Goals:

1. *5-7 recorded IRIS Connect videos with peer coaching and self-reflection with administrator or approved peer.*

2

3.

I understand that my documentation will be validated to determine my eligibility for Pay for Performance.

Signature of Teacher: _____ Date: _____

I opt NOT to participate in the Individual Performance Pay portion for 301 monies. I understand that I will not be eligible to receive any 301 money for Pay for Performance.

Signature of Teacher _____ Date: _____



PAY FOR PERFORMANCE PARTICIPATION FORM

Group B Teacher SCHOOL YEAR _____

TEACHER NAME: _____ ASSIGNMENT: _____

LOCATION _____

Participation in the Altar Valley School District Performance Pay Plan is strictly voluntary for any qualifying certified staff member. By choosing not to participate, qualified certified staff will not be eligible to receive performance pay compensation.

By signing this form, I am notifying the Altar Valley Elementary School District # 51 of my intention to participate in the Individual Performance Based Pay portion of my school's 301 goals.

Signed form is due by the third Friday in August.

Group B teachers are required to partner/collaborate with a Group A teacher throughout the school year or complete a culminating activity.

I am a Group B teacher and I will complete a culminating activity: Yes / No

I am a Group B teacher and I will be partnering with (Group A teacher name):

Below list Action Steps that you will take to support our District Student Achievement Goals:

1. Example: 5-7 recorded IRIS Connect videos with peer coaching and self-reflection with administrator or approved peer.

2

3.

I understand that my documentation will be validated to determine my eligibility for Pay for Performance.

*Signature of Teacher: _____ Date: _____

I opt NOT to participate in the Individual Performance Pay portion for 301 monies. I understand that I will not be eligible to receive any 301 money for Pay for Performance.

Signature o

Teacher: _____ Date _____



APPEAL PROCESS / APPLICATION

Name _____ Date _____

Grade: _____ Position _____ School _____

Appeal Process

A teacher may initiate an appeal with the site administrator when he/she does not meet the established thresholds for any area on the pay for performance plan including the student achievement data/culminating activity. During the meeting with the administrator, the teacher should be prepared to discuss:

- why thresholds were not meet
- the reason(s) why students did not achieve the academic objectives
- the professional lessons learned
- the strategies, ideas, and revisions, the teacher has reflected upon to remedy the situation
- state reason for appeal, including a justification, attach additional data, and supporting documentation as needed

All appeals must be requested and decided upon before any payout. The decision of the administrator shall be final. Employees may appeal to the superintendent who feel they have a further grievance.

Appeal Granted _____

Appeal Denied _____

Comments:

Signature of Principal

Date



Pay for Performance Final Documentation

To be completed with principal and teacher.

Name:

Grade:

Date:

I. 33% - Student Achievement Goal (supporting documentation ATI, Culminating Activity)

Level Achieved:

4 / 100%	3/ 90%	2 / 70%	1/ 50%
----------	--------	---------	--------

II. 33% - Professional Performance as measured by the Altar Valley Teacher Evaluation System:

(See Evaluation Supporting Documentation)

4/100% Highly Effective	3/100% Effective	2/80% Developing	1/40% Ineffective
----------------------------	---------------------	---------------------	----------------------

III. 24% - Professional Development Attendance

100% of Performance Pay will be awarded for attendance at 90% of Friday PLC and Professional Developments for the entire length of the professional development.

Attended 90% of AVSD Professional Development:

Yes

No

--	--

IV. 10% - Parent Survey

A survey will be provided each spring by the district to Altar Valley.

Encouraged all families to complete the AVSD parent survey:

Yes

No

--	--

Teacher Signature:

Date:

Principal Signature:

Date: