

Pittsford Area Schools

Purpose: This plan is intended to meet the pay for performance requirements of Section 1250 of the Michigan School Code. Any request for review and reconsideration of the points allocated needs to be in writing and directed to the Superintendent. Program Criteria: To qualify for \$50 in additional compensation, classroom teachers need to demonstrate effectiveness in the five following areas: Attendance, District Commitment, Evaluation, Professional Improvement, and Student Performance. Effectiveness is determined to be 80 of 100 points possible for this program.

The points achieved will be completed by the building principal. Teachers must fill in the blanks and other information requested by the last teacher work day of the year to the principals' office.

Attendance (10 points of 100 possible): Points Achieved _____

- 0-3 absences = 10 points
- 4-5 absences = 5 points
- > 5 absences = 0 points

*Total absences are defined as sick days and personal business days

Days missed for the above reasons _____

District Commitment (10 points of 100 possible): Points Achieved _____

All individuals add to an organization's culture of success. This criterion is to reward those that are going above and beyond by taking on extra ACADEMIC endeavors. Commitment to the district can be demonstrated by taking on extra duty outside of classroom responsibilities. Please list your extra endeavors and the estimated time involved*:

*Extra Endeavors are extra academic endeavors; they are responsibilities you plan, coordinate, or carryout on behalf of the district's students.

Evaluation (35 points of 100 possible): Points Achieved _____

- "Highly Effective" rating on current evaluation = 35 points
- "Effective" rating on current evaluation = 30 points
- "Minimally Effective" rating on current evaluation = 0 points
- "Ineffective" rating on current evaluation = 0 points

Professional Improvement (10 points of 100 possible): Points Achieved _____

- Attending all 35 hours of required, district provided PD = 10 points
- Attending 28 hours of required, district provided PD (1 emergency absence) = 7 points
- In case of emergency situation the employee can make up one district pd day on their own time = 3 points

Professional Development days missed for the above reasons _____

Student Performance (35 points of 100 possible): Points Achieved _____

- 85% of students meeting their targeted growth rate = 35 points
- 80-85 % of students meeting their targeted growth rate = 30 points
- 75 -79% of students meeting their targeted growth rate = 25 points
- 70-75 % of students meeting their targeted growth rate = 20 points
- 69% or less of students meeting their targeted growth rate = 0 points

Growth is measured using NWEA test results where those are available (plus one administrator approved.. additional measurement). Where curricular areas NWEA is not available individual assessments will be developed in collaboration with and approved by the building administrator:

Individual Assessments _____

Total Points Achieved _____ Merit Pay Bonus Achieved? _____

Building Administrator's Signature _____