

## Achievement School District

### 2016-17 Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
<b>Performance</b>	<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"> <li>- Principal Observations</li> <li>- Student Growth Measures</li> <li>- Student Achievement Measures</li> <li>- Stakeholder Perceptions/Student Surveys</li> </ul> <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>Achievement School District teachers are eligible for both performance-based raises. All Teachers receiving a rating of a 3, 4 or 5 will receive a performance-based raise. Raises for Teachers range between \$1000 and \$3000.</p> <p>Raise amount vary based upon both the Teacher's end of year rating, as follows:</p> <p>Level 5 = \$3000 Level 4 = \$2000 Level 3 = \$1000 Level 2 = \$0 Level 1 = \$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>A raise in base salary for 80% of our current Teachers represents an increase in our salary expense of \$136,000.</p>	<p>Raises represent an increase in our salary expense of 2.94%</p>

<b>Additional Instructional Roles or Responsibilities</b>	<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"> <li>- Grade Level Chairperson</li> <li>- Department Chairperson</li> <li>- Summer School Teacher Leader</li> </ul> <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 Teacher) may receive an additional stipend for their participation.</p>	Pay for Teacher Leadership roles comes in the form of an annual stipend not to exceed \$2,500.	<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"> <li>- Teacher Effectiveness Rating</li> <li>- Leadership Capability</li> <li>- Appropriate Knowledge/Skills et for the project/task force</li> </ul> <p>We anticipate 20 Teachers will receive this stipend.</p>	\$50,000	This represents 1.08% of our current salary expense.
<b>Education*</b>					
<b>Experience*</b>					
<b>Other</b>					

*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*