

POLICY 3.302

5-C I recommend the Board approve the proposed new Policy 3.302, to be entitled "Performance Pay for School Administrators and Instructional Personnel."

[Contact: Joseph Moore, 434-8584; or Marcia Andrews, 434-8953.]

Development

CONSENT ITEM

- Florida Statutes § 1012.22(1)(c)4, effective May 16, 2002, mandates that the Board must adopt a performance-pay Policy beginning with the 2002-2003 fiscal year.
- The proposed Policy text is based on the requirements of Fla. Stat. §§ 1012.22(1)(c)4 and 231.29 [1012.34]; and recommendations from the CTA/District Joint Evaluation Committee as reported by the Chief Financial Officer on April 26, 2002.
- This version of the proposed text is consistent with the belief that the District's charter-district application will be approved in January (e.g., this text reflects the request to waive local achievement testing of non-FCAT subjects/non-FCAT grade-levels); and the final reading of this Policy will be scheduled after the charter-district approval.

PROPOSED NEW POLICY 3.302

PERFORMANCE PAY FOR SCHOOL
ADMINISTRATORS AND INSTRUCTIONAL PERSONNEL

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- 4 1. Purpose.-- Pursuant to Fla. Stat. § 1012.22(1)(c)4 (effective May 16, 2002), which
5 requires the School Board to adopt a performance-pay policy for outstanding
6 performance of school administrators and instructional personnel, the Board
7 establishes this Policy to furnish incentives for improvement in training and
8 continued effective service, with the goal of promoting learning gains of students in
9 such employees' classrooms or schools.
- 10 2. Salary Schedule and Budget.-- The fiscal aspects of the performance-pay
11 program are implemented as follows:
- 12 a. Salary schedules recommended by the Superintendent, for the 2002-2003
13 fiscal year and thereafter, for school administrators and instructional personnel
14 shall allow such employees to earn a five-percent (5%) supplement in addition
15 to their individual, negotiated salary if they have demonstrated outstanding
16 performance as measured under the assessment procedure of Fla. Stat. §
17 1012.34 [231.29], and the provisions of this Policy
- 18 b. The School Board budget for the 2002-2003 fiscal year and thereafter will
19 include a performance-pay reserve to fund the performance supplements
20 adopted in the salary schedule, as required by Fla. Stat. § 1012.22(1)(c)4.
- 21 c. The five-percent performance supplement shall be calculated on the
22 employee's base fiscal-year salary for the year in which the employee
23 demonstrated outstanding performance as defined in Section (3) herein.
- 24 d. Any supplement paid to an individual under this Policy will be treated as set
25 forth in applicable Florida Statutes and State Board of Education Rules. The
26 employee shall have to qualify annually to receive the supplement.
- 27 3. Rating Performance.-- As required by Fla. Stat. § 1012.22(1)(c)4, outstanding
28 performance shall be identified under the performance assessment procedures of §
29 1012.34(3), which mandates that "the assessment procedure for instructional
30 personnel and school administrators must be primarily based on the performance
31 of students assigned to their classrooms or schools, as appropriate." More
32 specifically, outstanding performance shall include the following:

33 a. **School Administrators.**-- Outstanding performance of principals and
34 assistant principals will be determined through the District's Leadership
35 Performance Appraisal System, as approved by the Department of Education
36 in October, 1999, which includes criteria for: experience; ratings on the
37 appropriate evaluation instrument (the Competency Assessment Instrument or
38 the Accomplished Educator's Instrument); exceeding the improvement
39 objective for student achievement; and achieving or exceeding another priority
40 improvement objective. Such outstanding performance will be based in part
41 on a determination of schools with the highest rate of student improvement for
42 each year.

43 b. **Instructional Personnel.**-- For purposes of § 1012.22(1)(c)4, outstanding
44 performance of teachers, media specialists, guidance counselors, school
45 psychologists, and other members of the Teacher bargaining unit who are
46 eligible to participate under this plan, will be determined under Fla. Stat. §§
47 231.085(3) [1012.28(3)] and 1012.34(3), through the following:

48 i. *No Concerns in Evaluation.*-- For both the prior and current school year,
49 the employee must have received an evaluation with no areas of concern
50 listed; and

51 ii. *Portfolio Requirements.*-- The employee must have demonstrated
52 successful educational methods by completing a satisfactory portfolio for
53 each school year that the instructional employee will be considered for
54 the outstanding rating. Instructional employees, other than school
55 psychologists and guidance counselors, may fulfill the annual portfolio
56 requirement by obtaining National Board Certification ("NBC"). If NBC is
57 not available for the employee's primary area of responsibility, the
58 employee will need to comply with the portfolio requirements set forth by
59 a committee of CTA-selected representatives and District-selected
60 representatives; and

61 iii. *Student Performance.*-- The employee must have demonstrated highly-
62 successful educational methods through positive student performance.
63 The performance gains will be determined annually consistent with Fla.
64 Stat. § 1012.34 (3), (3)(a), as modified by any exemption under Charter
65 District status. More specifically, only the instructional personnel in one of
66 the following three categories (A, B, or C) will be deemed to have
67 demonstrated sufficient student performance (as long as they also have
68 no areas of concern on their evaluations and have met the portfolio
69 requirement):

70 A. Schoolwide Gains + Classroom Gains + FCAT Area.-- Those whose

71 1. school achieved sufficient school-wide learning gains (at a level
72 to be determined pursuant to subsection (3)(c), below):

73 2. classroom achieved sufficient learning gains; and

74 3. whose primary instructional responsibilities are in areas
75 assessed on the FCAT.

76 B. Classroom Gains + FCAT Area.-- Those whose

77 1. school may not have achieved sufficient schoolwide learning
78 gains; but

79 2. whose classroom *did* achieve sufficient learning gains; and

80 3. whose primary responsibilities are in areas assessed on the
81 FCAT.

82 C. Schoolwide Gains/Non-FCAT Area.-- Those whose

83 1. primary responsibilities are not in areas assessed on the FCAT;
84 but

85 2. whose school achieves sufficient school-wide learning gains.

86 c. The sufficiency levels for the schoolwide and classroom student learning gains
87 mentioned in subparagraphs (3)(b)(iii)(A)-(C) shall be determined by the
88 Superintendent/designee annually based on an analysis of the FCAT results.

89 4. The provisions of this Policy are to be applied consistent with the CTA Agreement.

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92 STATUTORY AUTHORITY: §§ 1001.41(1), (2) [230.22(1), (2)]; 1001.42(22)
93 [230.23(22)]; 1012.23 [231.001], Fla. Stat.

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95 LAWS IMPLEMENTED: §§ 1012.28(3) [231.085(3)]; 1012.34(3), (3)(a) [231.29(3)],
96 (3)(a), (c); 1012.22(1)(c), Fla. Stat.

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98 HISTORY: New / /03

Legal Signoff:

The Legal Department has reviewed proposed Policy 3.302 and finds it legally sufficient for development by the Board.

Attorney

Date