High School Teacher Salary Increase Metric

|  |  |  |  |
| --- | --- | --- | --- |
| Goal Type | Goal Title | Weight | Description |
| Academic Excellence | Improve our student achievement across MPS through measurable academic excellence | 30% | 1. High School passing rates should increase to level 3 or above based on the growth targets. (30%) 2. High School passing rates should increase to level 3 or above based on the proficiency targets. (30%) 3. Schools will meet or exceed expectations for the 4 elements of  implementation of the academic plan on a scale of 1-16 by June 30th, 2016. (40%) |
| Financial | Improve the financial health and viability across MPS | 10% | 1. Meet Individual HS cumulative withdraw rates targets for new and returning students |
| Improve Business Processes | Demonstrate compliance per requirements defined by external and internal measures. | 5% | 1. Achieve school-wide state assessment participation of 95% (50% - 100%) 2. (Special Education) Achieve or maintain a compliant score of 13.5 or greater on their annual K12 Special Education Audits. (50%) |
| Customer | Improve professional relationships and customer satisfaction. | 5% | 1. Develop and implement programs that increase the percent of Learning Coach/Parent respondents that rate their satisfaction with the school a 6 or a 7 ("top 2 box") above 2015 ratings as measured by the K12 spring satisfaction survey. (School-wide) |
| Individual | Improve individual and school performance through involvement in Pilot Programs, iLead Professional Development initiatives and individual development activities based on need | 10% | **1.Leadership & Development (33-100%**) (each item below is weighted equally) **a. MANAGER AND EMPLOYEE DEFINIED:** 1-2 metrics related to employee growing and developing in their role and/or preparing for next role.  For example, • Actively contribute to a committee or project in an area of growth and improvement as identified on FY16 review, e.g., academics, operations, talent management, etc.  • Actively participate in a school-wide project that allows employee to develop to the next level of performance and/or position. Examples - PLC lead, leadership academy, Committee chair \* Offer a student culture building activity throughout the year to help students develop skills outside the regular academic offerings such as student clubs, peer support, or school leadership. |
| Professional Duties | Evaluation Metric | 40% | Receive a cumulative average of 2.5 rating on Fall and/or Spring Evaluations (20% per evaluation) |