

**UTVA High School Performance Pay Plan**

The overall goal of the performance pay is to create financial incentives and rewards for teachers to contribute to increased student retention and student achievement within the Utah Virtual Academy.

***\*Please Note: Performance Pay will be taxed as a bonus.\****

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| **Name of Performance Pay Component** | **Percent of Performance Pay Award potential** | **Date Payable** |
| **1. Student Retention** | **20%** |  |
| K12 Parent Satisfaction Survey | 5% | July 2014 |
|  All School Retention | 5% | July 2014 |
| All School Re-registration | 10% | September 2014 |
| **2. Increasing Student Achievement** | **70%** |  |
|                        Block 1 Passing Rate | 10% | July 2014 |
| Block 2 Passing Rate | 10% |  |
| Block 3 Passing Rate | 10% | July 2014 |
| Block 4 Passing Rate | 10% | July 2014 |
|                      Semester 1 Scantron PS Completion Rate through Nov 30th | 5% | December 2013 |
| Semester 2 Scantron PS Completion Rate EOY | 5% | July 2014 |
| UPASS Progress Score  | 10% | September 2014 |
| CRT Participation | 10% | July 2014 |
| **3. Professional Development** | **10%** |  |
| Continuing Education | 5% | December 2013 |
| Professional growth plan – Success on goals | 5% | July 2014 |

**1. Student Retention** - ***20% of Performance Pay Funds***

1. **Parent/Student Satisfaction Survey:** (**Course Students**) Teacher will improve their satisfactory rating on the K12 Parent Survey **(5%)**

**9– 12:**

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|  **Thresholds for Bonus Payment: Satisfactory Rating Improvement** |
| **% improvement of satisfactory or higher** | **1-3%** | **4+%** |
| **Performance Pay Earned** | 50% | 100% |

**New Teachers will establish a baseline with the following payout -**

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|  **Thresholds for Bonus Payment: Satisfaction** |
| **% of satisfactory or higher** | **<74** | **75-79** | **80-84** | **85-89** | **90-94** | **95-100** |
| **Performance Pay Earned** | 0% | 20% | 40% | 60% | 80% | 100% |

1. **Increase Retention of Assigned Students:**

The entire UTVA staff will increase retention 3% of total students over last year’s retention rate. (**5% for the year, Team goal)**

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| **Thresholds for Bonus Payment: Retention** |
| **% of Students Retained** | **0-69%** | **70-75%** | **76-80%** | **81-90%** | **>90%** |
| **Performance Pay Earned** | 0% | 25% | 50% | 75% | 100% |

1. **Increasing Student Year to Year Re-enrollment – 10% (whole school)**

Teachers will earn this is the number of students that return in Fall 2014 increase as a whole school.

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|  **Thresholds for Bonus Payment: Satisfactory Rating Improvement** |
| **% improvement of student re-enrollment** | **1-3%** | **4+%** |
| **Performance Pay Earned** | 50% | 100% |

**2. Increasing Student Achievement – 70%**

1. **LMS Grades :** At least 70% of students\*\* in all teacher’s courses will be passing by the end of each block

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| **Thresholds for Bonus Payment: Passing Rates per teacher courses combined**  |
| **% of Students Passing**  | **70-75%** | **76-100%** |
| **Performance Pay Earned** | 50% | 100% |

\*Counselors = all-HS passing rate greater than or equal to 72%

\*\* The following courses will require at least a 67% passing rate first semester: **Math:** Algebra I (MTH122 & 123), Pre-Algebra (MTH112), Math Foundations (MTH001 and MTH011). **Language Arts:** Core courses (LAC 1 (ENG102), LAC 2 (ENG202), Am Lit (ENG302), Brit Lit (ENG402)), English Foundations I & II **Science:** Physical Science (SCI102), Earth Science (SCI112 & 113), Environmental Science (SCI1010), Core Chem (SCI302), Core Bio (SCI202). **History:** World History (HST102), Geography and World Cultures (HST212). **WLG:** Spanish I WLG100. **Other:** Reaching Your Academic Potential (OTH040), Achieving Your Career and College Goals (OTH050), Skills for Health (OTH010). *[The Academic Administrator will review these classes for appropriate designation (both within a department and across the school)]*

1. **Assessment Completion:** At least 96% of eligible students enrolled in a teacher’s homeroom will complete the required assessments. (5% awarded first semester, 5% second semester)

**Program Specifics:**

**Assessments:**

* Scantron

**Target Populations:**

* (9-10) Scantron Pre/Post Assessments (2 assessments)

**Testing Cutoffs**: **Scantron Performance Series**

Pretests: This includes all students enrolled through November 16, 2012

Post Tests: This includes all students enrolled through March 15, 2013

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|  **Thresholds for Bonus Payment: ASSESSMENT Completion** |
| **% of Students Completing PS** | **90-95%** | **96-100%** |
| **Performance Pay Earned** | 50% | 100% |

**Testing Connection**

1. **CRT participation: 5%**

Population Payout: 9-12 Teachers

Goal: Collaborative Schoolwide Achievement Effort as measured by 2015 CRT’s

* 95% of students must be tested in order to qualify for AYP

This will be paid out to all teachers if we get 95% tested for CRT’s = schoolwide.

1. **UPASS Progress Score: 10%**

School wide (9-12) students will show sufficient progress on their UPASS progress scores.

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|  **Thresholds for Bonus Payment: CRT Results** |
| **UPASS Progress Score**  | **180-200** | **>200** |
| **Performance Pay Earned** | 50% | 100% |

**3. Professional Development** - ***10% of Performance Pay Funds***

Teacher Population: 9-12

1. **Continuing Education (5%)** - Teachers will be required to complete two individual professional development opportunities **over and above K12 Training, NPD, and UTVA PD’s.**  The staff member will submit their professional development plan for the year to their supervisor by June 30th, 2012. It is encouraged that teachers complete this goal during the summer preceding the applicable school year. *(Note: Each professional development opportunity should be at least 5-7 hours in length. It does not have to be done each semester but can be done all at once. Payout will be possible in the December payout if completed by November 30th 2012)*

*Examples of qualifying Professional Development activities:*

1. **College Course(s):** All courses must be pre-approved by supervisor and related to job duties. Scores and/or final grades will be sent to their supervisor to verify completion.
* **School Attending:**
* **Course Title/Description:**
* **Start & Completion Date:**
1. **Praxis Exam/Endorsement:** Teachers are encouraged to seek endorsements to be added to their teaching certificate by taking the Praxis, as well as all related coursework. Scores and teaching certificate with added endorsement will be sent to their supervisor to verify completion.
* **Praxis Exam/Endorsement:**
* **Date of Exam:**
1. **Attend a professional conference.** Must be approved by supervisor, implemented in classroom, shared with team, etc. Teachers will send their supervisor their certificate of attendance to verify completion.

**Conference Title:**

* Date:
* Time:
* Evidence of Implementation:
1. **Other professional Growth Opportunity.** Must be approved by supervisor, implemented in classroom, shared with team, etc. Teachers will send their supervisor their certificate of attendance to verify completion.

**Title:**

* Date:
* Time:
* Evidence of Implementation:
1. **Professional Growth Plan (5%)** Teachers will set goals based on the Professional Growth Plan for UTVA. Payout will be based on meeting the goals set in the plan. Plan must be approved by their supervisor by October 1, 2013.

\* Please note that teachers will be responsible for tracking their own progress in completing goals as well as be responsible for submitting a report that includes full and detailed supporting documentation each semester.

Teacher Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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