

# 301 PAY FOR PERFORMANCE PLAN 2014-2015



# 301 COMMITTEE 2014-2015

## Committee Members

Christine Hill, Parent

Frances Banales, TEA President

Steve Courter, Elementary Teacher

Margaret Chaney, High School Teacher

Debra Louria, Middle School Teacher

Sandra Camacho-Thiffault, Elementary Principal

Sean Wilken, Middle School Principal

Kathy Shaw, High School Principal

Stuart Baker, Alternative Schools

Shelly Duran, Central Leadership

## RECENT PLAN DESIGNS

2010-2011	Site Based Goals
2011-2012	EEI Focus
2012-2013	PLC Collaboration & Student Achievement Goals
2013-2014	Continuation of 2012-13
2014-2015	<i>PLC Collaboration &amp; <b>Teacher Evaluation Classification</b> (includes student achievement)</i>

# 301 PLAN FUNDING PROPORTIONS

- 2/3 Professional Learning  
Community Team Time  
(same as previous plan)
- 1/3 Teacher Evaluation Classification  
includes new Student Achievement  
Component (growth model)

# REVISIONS TO 301 PLAN

- ▶ Added Guidance for PLC Work
- ▶ Language was revised to include Teacher Evaluation Classifications
- ▶ Distribution of Pay For Performance requires 33% based on Teacher Evaluation Classification
- ▶ Appeal process refers to Teacher Evaluation Appeals process

# RATIFICATION TIMELINE

March 2014 Teacher Review and Feedback

March 2014 Ratification Process

April 2014 Governing Board Approval

