

CAVIT

Performance Plan for 301 Fund

In 2000, the Arizona voters approved Proposition 301, which enacted legislation that raised teacher compensation in the following allocated areas:

- 20% of Fund 011 to across-the-board base pay increases for teachers.
- 40% of Fund 012 for performance-based pay increases for teachers.
- 40% of Fund 013 for site-chosen classroom initiatives, limited to class size reduction, teacher compensation increases, AIMS intervention programs, professional development, dropout prevention programs, teacher liability insurance, or a combination of these projects.

CAVIT has 13 eligible teacher recipients for 301 funding, Ashley Williams, Jennifer Schwartz, Shane Blakeman, Devon McLaws, Maureen Williams, Tiffany Brown, Jeff Wooley, Elizabeth Turner, Kaye Roberts, Karen Chamberlain, Ben Barth, Debra Kelly and Mike Berger. Staff whose position requires daily direct contact are eligible for 301 funds.

In order to utilize 301 funding, a performance plan must be developed and approved by the Governing Board. A committee comprised of Mike Glover, Superintendent and the 13 teachers have met and developed CAVIT's 301 Plan for the 2014-2015 school year.

Outcomes

- Reward teachers for outstanding student performance, based on measurable student achievement, student satisfaction and parent satisfaction
- Enhanced collegiality
- Encourage positive school and community relations

Goals

- To measure academic gain on the ADE CTE Assessment.
- To measure positive relations among parents.

Fund 011: 20% Base Pay Increases

100% of the funds collected and allocated to this fund will be used for the supplementation of teacher salaries. All funds under this fund will be placed in the budget line item for teacher salaries.

Fund 012: 40% Performance Base Pay

Performance Goal #1 – Academic Gain on CTE Assessments

Performance goal #1A – Academic Gain on ADE CTE Assessment - (\$1,500.00 per teacher) is earned when the following criteria result is achieved:

- 90% of the program completers in a program meet and/or exceed the state's pass score on the ADE CTE program assessment administered in April, 2015.

If 90% of the program completers in a program do not meet and/or exceed the state's pass score on the ADE CTE program assessment, that individual teacher will not meet the performance goal and no money will be awarded. Participating programs include Dental Assistant, EMT, Fire Science, Law Enforcement, Massage Therapy, Medical Assistant, and Nursing Assistant. For programs with two teachers; each teacher must have taught the testing cohort one full year of instruction or be engaged in actively team teaching the testing cohort in 2014-2015 in order for both teachers within a program to receive Goal #1A award.

Performance Goal #1B – Statewide Recognition on ADE CTE Assessment – a \$1,000.00 maximum award is earned when the following criteria results are achieved:

- A student earns the #1 or #2 high state score on an ADE CTE assessment – Award \$250.00 per placing (a maximum of \$500.00 to be awarded if both #1 and #2 state scores are achieved).
- A program earns the #1 or #2 high performing state school score on an ADE CTE assessment – Award \$500.00 per program teacher.

Payment for Goal #1B will be provided no later than September 15, 2015 as ADE top performance results are typically not released before August, 2015.

Performance Goal #1C – Academic Achievement on Arizona and national industry licensure examinations – maximum award of \$1,000 is earned when the following criteria results are achieved:

- 16+ test takers achieve an industry certification by June 30, 2015 – Award \$1,000.00 per program teacher.
- 10-15 test takers achieve an industry certification by June 30, 2015 – Award \$800.00 per program teacher.
- 6-9 test takers achieve an industry certification by June 30, 2015 – Award \$600.00 per program teacher.
- 3-5 test takers achieve an industry certification by June 30, 2015 – Award \$400.00 per program teacher.
- 1-2 test takers achieve an industry certification by June 30, 2015 – Award \$200.00 per program teacher.

Testing results must be submitted to the Superintendent by June 30, 2015 in order to determine performance on Goal #1C. If an individual teacher (or teachers within a program) does not have any students earn industry licensure/certification; that program teacher will not meet the performance goal and no money will be awarded. Approved state/national industry examinations include: Infection Control and X-Ray Certified (DANB), Licensed Aesthetician (AZBOC), Licensed Cosmetologist (AZBOC), Security Guard Certification (AZDPS), Wildland Fire Certification, Massage Therapy Licensure (AZBOMT), Registered Medical Assistant Certification (AMT) and Approved Veterinary Assistant Certification (NAVTA). For programs with two teachers; each teacher must have taught the testing cohort one full year of instruction and/or currently be engaged in actively team teaching the testing cohort in 2014-2015 in order for both teachers within a program to receive Goal #1C award.

Performance Goal #2 – Parent Satisfaction Survey

Performance Goal #2 – Parent Satisfaction Survey - (\$300.00 per teacher) is earned when the following criteria results are achieved:

- 85% of all CAVIT program parents will return the completed parent satisfaction survey by the established deadline.
- 94% of the parents will give their child’s CTE program a cumulative average grade of “A” or “B” on the survey prompt “Please grade the overall quality of CAVIT School”.

If a 85% survey return rate is not achieved for all CAVIT program parents, no CAVIT teacher will meet the performance goal and no money will be awarded.

If the 85% survey return rate is met AND 94% of the parents give their child’s CTE program a cumulative average grade of “A” or “B”, that individual program teacher will be awarded money. Those program teachers not earning a 94% cumulative average grade “A” or “B” score on the identified survey prompt will not meet the performance goal and no money will be awarded.

Performance Goal #3 – Student Satisfaction Survey

Performance Goal #3 – Student Satisfaction Survey - (\$300.00 per teacher) is earned when the following criteria results are achieved:

- 85% of all CAVIT program students will complete the online student satisfaction survey by the established deadline.
- 94% of the students will give their CTE program a cumulative average grade of “A” or “B” on the survey prompt “Please grade the overall quality of CAVIT School”.

If an 85% survey return rate is not achieved for all CAVIT program students, no CAVIT teacher will meet the performance goal and no money will be awarded.

If the 85% survey return rate is met AND 94% of the students give their CTE program a cumulative average grade of "A" or "B", that individual program teacher will be awarded money. Those program teachers not earning a 94% cumulative average grade "A" or "B" score on the identified survey prompt will not meet the performance goal and no money will be awarded.

Performance Goal #4 – National CTSO Student Achievement

Performance Goal #4 – National CTSO Student Achievement – a maximum award of \$1,000.00 is earned when the following criteria results are achieved:

- A student or team medals 1st, 2nd or 3rd in a national SkillsUSA or HOSA competitive June 2015 event; a \$1,000.00 award will be provided to the teacher that trained the student or team.
- A student or team places 4th-10th in a national SkillsUSA or HOSA competitive June, 2015 event; a \$500.00 award will be provided to the teacher that trained the student or team.

A teacher can only earn one (whichever is the highest) performance Goal #4 award regardless of the number of national wins. There are no provisions for teachers in a two teacher program. HOSA and SkillsUSA Outstanding Chapter competitions are not eligible events for this performance goal. Due to the release date time of national CTSO results, payment for Goal #4 will be awarded no later than July 15, 2015.

Performance Goal #5 – Quality Program Accountability System

Performance Goal #5 – Quality Program Accountability System Excellent Level – a maximum award of \$1,000.00 is earned when the following criteria results are achieved:

- A teacher attains every standard on the CAVIT Quality Program Excellent Level rubric (attached to this plan) as evidenced by the submitted portfolio due by April 9, 2015.

Any teacher not meeting every standard on the Quality Program Excellent Level rubric will not earn the \$1,000.00 award. The 2.1 and 3.1 standards on the Excellent Level rubric are the only criteria whereby programs with two teachers can share data.

Fund 013: 40% Menu Items

Performance Goal #6 – Teacher Attendance

Performance Goal #6 – Improved Teacher Attendance – a \$300.00 award per semester (for a yearly maximum of \$600.00) is earned when the following criteria result is achieved:

- If a teacher uses less than 16 hours (1.0 FTE teachers) or 12 hours (.75 FTE teachers) of personal or sick leave each semester, a \$300.00 award will be paid each semester.

Fall semester leave cannot be averaged or applied to meet the spring semester leave requirement. Preapproved leaves by the superintendent relating to school-sponsored business, military, bereavement and jury duty are exempt. Payment for fall semester Goal #6 achievement will be awarded by January 31, 2015.

Performance Goal #7 – Teacher Internship Program

Performance Goal #7 – Teacher Internship Program – a maximum award of \$1,200.00 (\$600.00 stipend for 40-hour internship or \$1,200.00 stipend for 80-hour internship) is earned when the following criteria is achieved:

If a teacher successfully completes all paperwork and internship hours; a \$600.00 minimum stipend (40-hour experience) or \$1,200.00 maximum stipend (80-hour experience) will be awarded.

All completed paperwork is due to the Superintendent within (4) weeks after completing the experience. Teachers should reference the CAVIT Teacher Internship information packet for program requirements and forms. Payment for Goal #7 will be made no later than 30 days from the submission date of completed paperwork. Teachers completing a 2013-2014 internship are ineligible to complete a 2014-2015 experience.

Additional Approved Fund 13 Menu Items:

- Extra-duty curriculum writing or program development activity.
- Funding to attend professional development workshops and conferences including registration, travel and per diem meal costs.

301 Performance Plan Operational Program Information

Program Elements:

- Final determination on attaining each performance award shall rest with the superintendent. If a teacher wishes to appeal the superintendent’s decision, the appeal shall be heard and ruled upon following the appeal process outlined below.

Program Timeline:

- By December 13, 2014-Deadline for proctoring practice ADE CTE Assessment
- By April 15, 2015-Deadline for submitting parent and student satisfaction surveys
- By May 1, 2015-Deadline for proctoring final ADE CTE Assessments
- By June 30, 2015-Deadline for submitting industry assessment results to the Superintendent

Participants:

Summary of eligibility criteria:

- Must have been employed in the CAVIT School District as a teacher within the 2014-2015 school year.
- A teacher will be ineligible to receive any performance goal funding contained in Fund 12 and/or 13 if the teacher is unable to complete the school year due to any circumstances.
- May not have received a rating of ineffective on any standard on the final teacher evaluation instrument.
- Teachers not fulfilling their contract obligations will be ineligible for Fund 12 and Fund 13 funds.

Appeal Process:

Types of Appeals:

- Disagreement regarding participant eligibility
- Disagreement regarding achievement of indicators of success

Appeals Committee:

1. A subcommittee with 3 members will be identified. This committee will include the Superintendent, 1 teacher, and 1 board member.
2. The committee’s decisions are final.

Appeals Process:

1. Teacher sends letter to the Superintendent requesting a review of concern. The letter should contain the nature of concern and supporting documentation as appropriate.
2. Superintendent acknowledges receipt of request for appeal within 10 working days.
3. Superintendent sets meeting of the Appeals Committee within 10 working days and notifies teacher in writing of the date, time and place of the meeting. The purpose of the meeting is for the Superintendent to conduct a hearing “on the record”. The “record” is the letter of concern and any attached documents. It is the teacher’s responsibility to notify the Superintendent of a desire to attend the hearing and/or summarize his/her position to the Appeals Committee.
4. Teacher will be informed of the decision of the Appeals Committee within 10 working days of the Appeals Committee meeting.

NOTE: A teacher will be ineligible to receive any monies from Fund 12 and/or 13 if the teacher is unable to complete the school year due

Approved at the September 3, 2014 CAVIT Board Meeting.