

South Lemhi School District 292

Differentiated Pay Plan

2013-14 School Year

Participating Schools: Tendoy School, Leadore School

The intent of the South Lemhi School District's Differentiated Pay Plan is to allow each certified and classified instructional staff member to work toward professional growth that results in instructional improvement.

The staff and administration believe that our district can accomplish these goals through staff collaboration, implementation of the Idaho Common Core Standards, professional development, and using Charlotte Danielson's *Framework for Teaching* to assist in goal achievement. Each staff member will develop and work toward his/her Individual Professional Development Plan. Each staff member who achieves his/her Professional Learning Goals will earn the bonus.

Focusing on collaboration, team professional development, individual professional development, and the successful completion of a Professional Growth Plan, including personalized learning goal(s) and activities, will provide the best use of the Differential Pay funds to impact student achievement and teacher personalized learning goals.

The amount to be distributed to each certified and paraprofessional staff member will be calculated by dividing the funds available into equal shares:

- All certified staff who have successfully completed their plan and fully participated in district-wide professional developments will receive two shares
 - one share for district-wide professional development and
 - one share for individual/team professional development plan
- All full-time instructional paraprofessional staff who have successfully completed their plan will receive one share.
- All part-time instructional paraprofessional staff will receive a prorated share.
- Principal shall receive a 0.25 share for Tendoy School and a 0.75 share for Leadore School for implementing and overseeing professional development and achievement improvement.

Distributing funds in this manner promotes positive team building and unity. All required district and individual taxes/benefits will be subtracted from each share.

Certified Staff Professional Development Plan

Certified staff members will develop a plan for professional growth that will benefit not only students, but each of the staff members, as well. To comply with the October 1, 2013 deadline for a completed district Differential Pay Plan, the following components will be followed:

Part 1: Individual/group Professional Development Plan

1. Each certified staff member will join an Improvement Team or work as an individual – teams will be formed by September 30, 2013.
 - a. Except in the case of 1c, each certified staff member will participate in forming or selecting a team or group to work with.
 - b. Teams may be organized by grade level, job description, or area of interest. Possibilities may include but are not limited to:
 - i. Book study related to relevant area of focus
 - ii. Webinars related to relevant area of focus
 - iii. Workshops related to relevant area of focus
 - c. In the event that there are special circumstances and an individual has compelling reasons to work as an individual, s/he may apply to the superintendent for a waiver of the group expectation. If approved, individual must follow the same protocol as a team would.
2. The team will review student data and identify areas for improvement based on data, including testing scores, professional evaluations, and parent feedback.
3. The team members will identify an instructional strategy that they feel will improve student achievement. These may include but are not limited to:
 - a. Increased student engagement
 - b. Adding writing across the curriculum and other Idaho Core Standards processes
 - c. Strengthening student/staff/parent relationships
 - d. Implementation of the Idaho Common Core Standards with the curriculum
4. Student achievement will be measured using formative/summative assessments:
 - a. Pre- and post-tests
 - b. End of course assessments
 - c. IRI (Idaho Reading Indicator)
 - d. Aims Web
 - e. Anecdotal evidence
 - f. Professional observations journal
5. Each team/individual will write up their plan and submit it to the superintendent by September 30, 2013 as part of their Individual Professional Development Plan.
6. Each team member will provide a brief written summary to the superintendent outlining his/her progress by November 15, 2013 and February 24, 2014. A final progress report will be presented during a monthly staff meeting during April or May.

Part 2: District-Wide Professional Development

1. The certified staff will identify a district-wide professional learning practice to improve the delivery of the instructional strategy which they wish to work

on for the 2013-2014 school year. The specific learning practices/strategies will include:

- a. Participation and completion of district wide professional development in Discovery Education.
 - i. All certified staff should be at all professional development workshops that support Discovery Education; HOWEVER, in the event that a certified staff member misses a Professional Development session due to a family emergency, serious illness, or unavoidable school/personal event, that staff member will be given the opportunity to make up the training.

Superintendent will present the plan to the School Board for approval.

Successful completion of the Professional Growth Plan will result in a payment from the Differential Pay funds.

Each person is responsible for the successful completion of his/her activities on the team and his/her individual Improvement Plan. Non-completion or non-participation would result in non-payment. Other team members who successfully completed their goals would not be impacted. Funds will be distributed at the end of the academic school year.

Classified Instructional Staff Growth Plan

Classified instructional support staff will develop a professional growth plan that will benefit students and staff. To comply with the October 1, 2013 deadline for a completed district Differential Pay Plan, the following components will be followed:

1. Classified instructional support staff may work as a team or as an individual.
2. Each individual or team will identify a strategy that would support students' success or improve school culture that they feel is likely to improve student achievement for the s 2013-2014 school year. These could include, but are not limited to:
 - a. Collaboration with a certified staff or principal to learn about programs that would support the school.
 - b. Participating in a book study relevant to the focus area, or
 - c. Book study, webinars, workshops related to relevant area of focus
3. Team or individual will write up their plan and submit to superintendent by September 30, 2013.
4. Each team member will provide a brief written summary to the superintendent outlining his/her progress by November 15, 2013 and February 24, 2014. A final progress report will be presented during a monthly staff meeting during April or May. Successful completion of the Professional Growth Plan will result in a payment from the Differential Pay funds.
5. Each person is responsible for the successful completion of his/her activities on the team and his/her individual Improvement Plan. Non-completion or non-

participation would result in non-payment. Other team members who successfully completed their goals would not be impacted.