



*Individual
Performance Pay
2006-2007*

Individual Performance Pay: \$2,250.00

The District 742 Q-Comp plan provides for total possible annual individual performance pay of up to \$2,250.00 for every teacher who enrolls and successfully participates, based on the following four components:

- * **Professional Learning Communities (PLCs):** Each teacher who elects to participate in the Professional Learning Community process is eligible for this component of individual performance pay. The PLC process includes participating in research, study, implementation of strategies, and multiple observations by Lead Teachers. Successful participants (including Lead Teachers) will receive this 70% (\$1575.00) of performance pay in June.
- * **Administrative Evaluation (Admin Eval):** All teachers are already required to set annual goals for administrative review based on the teacher job description and improved student achievement (SPRE Process). Under Q-Comp, teachers who elect to have their administrator observe and evaluate them will receive 10% (\$225.00) of performance pay in June for meeting expectations. Tenured SPRE year 5 teachers and probationary teachers can allow their administrative evaluations to count for this component, but must still officially enroll to receive the money.
- * **Individual Impact on Student Achievement (Individual Impact):** Teachers can also elect to document their individual impact on improved student achievement to their building administrator through data. The purpose of this component is to link *every* educational professional within the bargaining unit to student achievement. This can be demonstrated through things such as portfolios, standardized tests, pre-test/post-test, checklists, anecdotal evidence, projects/products, certifications, performance assessments, IEPs, work completion, formative assessments, student presentations, advanced placement exams, or successes measured by attendance, behavior, and/or attitude. Teachers who demonstrate measures of improved student achievement will be awarded this 10% (\$225.00) of performance pay in June.
- * **Site Goal Achievement (Site):** Each site sets a very specific student achievement goal based on disaggregated student test data (e.g. MCAs). Each teacher who chooses to demonstrate how their performance supports the site goal (through either the Administrative Evaluation process OR the Individual Impact process) will also be eligible for this component. If the Q-Comp team determines that the site has met its goal, each teacher linked to that site and demonstrating how their performance supports the site goal will receive this 10% (\$225.00) of performance pay in September.