


## Douglas County Schools Colorado

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### Performance Pay Plan for Teachers



A Strategic Approach to  
Teacher Compensation &  
Appraisal

The Extremely Short Version 1

## Our Definition of Performance Pay

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**Performance Pay** is a comprehensive system which aligns teacher appraisal & compensation with the school district's strategic goals.

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## Overall Plan Objectives

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Align Teacher Appraisal, Compensation with the District's Strategic Goals

- support the district's mission and core values
- attract, retain and motivate the highest qualified teachers while competing in the employment market
- reward growth, development and skill and knowledge acquisition
- provide a degree of predictability and stability
- ensure teacher involvement in the development, evaluation and reward process

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## Performance Pay Compensation (hypothetical)

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General Salary	\$39,000	General Pay
Evaluation* (SG)*	\$ 1,188	
Knowledge**	\$ 1,000	
Outstanding Teacher (SG)	\$ 1,250	Incentive Bonuses
Master Teacher (SG)	\$ 2,500	
Group Incentive (SG)	\$ 437	
Skill Block*** (CD)	\$ 425	
Site Responsibility***	\$ 225	
District Responsibility***	\$ 500	<u>Average</u>
	<b>\$46,525</b>	\$819

SG - Student Growth  
CD - Classroom Demonstration

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## Outstanding Teacher

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Four Program Options:


- Type "A" - District Developed Criteria
- Type "B" - Standards Based Instruction
- Type "C" - National Board Applicants
- Type "D" - Link to Student Growth

Decision by Principal

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## Master Teacher

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Master Teacher  
Criteria:

- Student Growth
- National Board
- Outstanding Teacher
- Performing Mentoring Duties
- Other Demonstrations

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## Skill Blocks

Skills must be:

- Newly acquired, **applied and demonstrated**
- Supportive of district's strategic plan
- District/Teacher-selected
- Taught by highly skilled teachers
- Measured by authentic assessment

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## Group Incentive Plans

**PURPOSES:**

- Reward teachers for outstanding student performance -Tied to measurable gains in student achievement
- Enhance collegiality
- Encourage positive school and community relations

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## Group Incentive Sample Goals

- Reading & writing skills ← 90% of plans
- Mathematics proficiency ←
- Computer/technology skills
- Individual learning plans
- Behavioral expectations
- Content-specific vocabulary
- **Most are tied to building accountability plans**

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## Trying to Swing to the Middle

*The Teacher Evaluation Pendulum*

Focusing on Teacher Behavior Alone

Focusing on Student Growth Alone

Input

Output

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A Balance

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## The Relationship Between Student Achievement and Teacher Compensation

Student Growth

Teacher Appraisal

Teacher Compensation

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## Evidence of Impact

- Measurable increases in student performance as demonstrated on standardized tests & other district assessments
- Increased collaboration and focus on goals
- Observed increases in teacher skill level and changes in teacher behavior following skill blocks
- Greater focus on all aspects of evaluation
- Increased feeling of professionalism among teachers

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