

Charlotte (Question #4)

We are in process of adopting, with our union, a 50%+50% formula/plan; the first 50% would be based upon Marzano's elements, observed in teacher performance (0-4 scale); the second 50% would be based upon a principal-teacher conference, the content of which will focus upon baseline student data vs. student growth data (from teacher- or state-assessments) and a scaling of the group progress students make under that teacher's instruction (scale in value, 0-4, not effective to highly effective). The two scores will be combined to determine ranges of compensation. We have consciously avoided the VAM.

Dade (Questions #2, #4, #6)

Negotiated a separate plan for each year under our participation in Florida's Race to the Top grant. Each year is a separate plan as we have moved closer to the pay for performance stipulated in statute.

There is a differentiated pay model for principals. The model includes supplements based on FTE, economically disadvantaged students, reading levels, school configuration, exceptional student education and fragile schools.

Principals -The differentiated pay model for principals provides additional compensation through supplements based on the percent of economically disadvantaged students, low reading levels and fragile schools. These factors are largely found in Title I schools. Instructional Personnel -The Race to the Top grant funded Performance Pay Rewards for highly effective and highly qualified teachers of \$1000 to \$4000. The rewards were paid in February, 2014 and based on the increase in 2012-2013 student learning gains.

Gadsden (Question #2)

To be eligible for performance pay, administrators must be rated as Effective or Highly Effective.

Gilchrist (Question # 2)

SCHOOL ADMINISTRATORS (PRINCIPALS/ASSISTANT PRINCIPALS) ARE ELIGIBLE FOR THE SAME PERFORMANCE BONUS AMOUNTS AS INSTRUCTIONAL PERSONNEL. BONUSES ARE AWARDED FOR PERFORMANCE RATINGS OF OUTSTANDING AND HIGHLY EFFECTIVE.

Highlands (Question #2, #4)

Language in Contract.

Lake (Question # 6)

We provide a stipend to schools that are designated as "Priority."

Osceola (Question #4,6)

Has MOU

Pasco County Schools (Question #2)

Administrator pay for performance will be determined by the administrator's final summative evaluation (student growth measure and evaluation rating). The monetary amounts will be dependent on funding from the Florida Legislature. We also include administrators in our pay for performance plans (supplements) for our DA schools and Lacochee Elementary School similar to what we do for instructional employees.

MOU for "Turn-Around School" incentives as well as MOU for "Differentiated Accountability."

Putnam (Questions #2, #4)

The plan incorporates the school test scores and the evaluation of the administrator

We are currently in the planning process of developing a differentiated pay plan for those teachers who transfer to a low performing school. We may offer a 2 part signing bonus... half to be paid at the beginning of the year and the other half at the end. This will be evaluated annually since these schools may work their way of the low performing list.

St. Johns (Question #2)

In 2013-14, we gave principals and assistant principals a raise if they were effective or highly effective. The funds used were the TSA funds from the Governor. But there is not a long-term performance pay plan for any of our administrators.

Volusia (Question #6)

We are planning to implement supplements for those on performance pay teaching in Title I schools as required by statute. Some of our Title I schools are Plus One schools and receive additional compensation for additional duties.