

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, intervention programs, professional development, dropout prevention programs, teacher liability insurance, or a combination of these projects.

Staff whose position requires daily direct student 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 teachers have met and developed CAVIT's 301 Plan for the 2019-2020 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 - (\$1,800 per teacher) is earned when the following criteria result is achieved:

- 92% 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, 2020.

If 92% 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, Fire Science, Law Enforcement, Massage Therapy, Medical Assistant, Nursing Assistant, and Veterinary Assistant.

Performance Goal #1B – Academic Achievement on Arizona and national industry licensure examinations – an award is earned when the following criteria results are achieved:

- 20+ test takers achieve industry certification by August 30, 2019 – Award \$2,000
- 16-19 test takers achieve industry certification by August 30, 2019 – Award \$1,800
- 13-15 test takers achieve industry certification by August 30, 2019 – Award \$1,500
- 10-12 test takers achieve industry certification by August 30, 2019 – Award \$1,000
- 6-9 test takers achieve industry certification by August 30, 2019 – Award \$600
- 3-5 test takers achieve industry certification by August 30, 2019 – Award \$400
- 1-2 test takers achieve industry certification by August 30, 2019 – Award \$200

Testing results must be submitted to the Superintendent by August 30, 2020 in order to determine performance on Goal #1B. If an individual teacher does not have any students earn industry licensure/certification; that program teacher will not meet the performance goal and no money will be awarded. A teacher is eligible to one award under Performance Goal #1B. Approved state/national industry examinations include: Direct Care Worker (DCW), Infection Control Certification (DANB), Coronal Polishing Certification (DANB), Dental X-Ray Certification (DANB), Licensed Cosmetologist (AZBOC), Licensed Hairstyling (AZBOC), Security Guard Certification (AZDPS), Licensed Nursing Assistant (AZBN), National Health Science Assessment (NHSE), Wildland Firefighter, Massage Therapy Licensure (AZBOMT), Registered Medical Assistant (AMT), and Approved Veterinary Assistant Certification (NAVTA). The following certifications do not meet the requirements for a Goal #1B award: OSHA, CPR/First Aid, and Pet Tech CPR/First Aid.

Performance Goal #2 – Student Satisfaction Survey

Performance Goal #2 – Student Satisfaction Survey - (\$300 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 #3 – Quality Program Accountability System

Performance Goal #3 – Quality Program Accountability System Excellent Level – a maximum award of \$1,000 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 June 30, 2020.

Any teacher not meeting every standard on the Quality Program Excellent Level rubric will not earn the \$1,000 award.

Performance Goal #4 – CTSO Student Achievement

Performance Goal #4 – State and National CTSO Student Achievement – a maximum award of \$1,500 is earned when the following criteria results are achieved:

- A student or team medals 1st, 2nd or 3rd in a state or national HOSA or SkillsUSA competitive 2020 event; a \$250 award per medal winner will be provided to the teacher that trained the student or team.

There is a \$1,500 cap as to the amount of wins earned. A leadership team or entry comprised of students from two or more teachers will have the award split equally between participating teachers.

Performance Goal #5 – Teacher Evaluation Total Performance Achievement

Performance Goal #5 – Teacher Evaluation Total Performance Achievement – a maximum award of \$1,250 is earned when the following criteria results are achieved:

- A teacher attains Highly Effective total performance level on the CAVIT 2019-2020 Teacher Evaluation Instrument will receive a \$1,250 award.
- A teacher attains Effective total performance level (in their first two years of teaching at CAVIT) on the CAVIT 2019-2020 Teacher Evaluation Instrument will receive a \$750 award.
- A teacher attains Effective total performance level (with three or more years of teaching experience at CAVIT) on the CAVIT 2019-2020 Teacher Evaluation Instrument will receive a \$200 award.
- A teacher attains Developing or Ineffective total performance level on the CAVIT 2019-2020 Teacher Evaluation Instrument will not receive any compensation award.

Fund 013: 40% Menu Items

Performance Goal #6 – Teacher Attendance

Performance Goal #6 – Improved Teacher Attendance – a \$1,500 award per semester (for a yearly maximum of \$3,000) is earned when the following criteria result is achieved:

- If a teacher uses less than 18 hours (for 1.0 FTE teachers) or 14 hours (for .75 FTE teachers) of personal or sick leave each semester, a \$1,500 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, 2020.

Performance Goal #7 – Teacher Internship Program

Performance Goal #7 – Teacher Internship Program – a maximum award of \$1,200 (\$600 stipend for 40-hour internship or \$1,200 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 minimum stipend (40-hour experience) or \$1,200 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. Teachers completing a 2015-2016, 2016-2017, 2017-2018 or 2018-2019 internship are ineligible to complete a 2019-2020 experience. Payment for fall semester Goal #7 achievement will be awarded by January 31, 2020. Payment for spring semester Goal #7 achievement will be awarded by June 30, 2020.

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 May 1, 2020-Deadline for submitting student satisfaction surveys
- By May 1, 2020-Deadline for proctoring final ADE CTE Assessments
- By June 30, 2020-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 for the 2019-2020 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 2019-2020 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.