

Tucson Unified School District

Implementation Plan for Classroom Site Fund

2009-2010 School Year

I. **IMPLEMENTATION PLAN**

Proposed Budget for the Classroom Site Fund: Total Classroom Site Fund Projected

- A. Twenty percent of the total classroom site fund will fund teacher base compensation on the salary schedule per Arizona Revised Statute 15.977.
- B. Forty percent of the total classroom site fund will fund menu items according to the following:
 1. In addition to the current funding on the salary schedule, 20% of additional money received in 2009-2010 over the amount received in 2008-2009 will be allocated for increasing the salary schedule.
 2. Eighty percent of the additional money described in section B.1. will be designated by the TUSD Governing Board and administration for class size reduction.
- C. Forty percent of the total classroom site fund will fund the Performance Based Plan.

Major components include (see Pay for Performance Plan details):

- Consensus Agreement
 - ✓ \$700 for Wednesday staff development - on salary schedule and in bi-weekly paycheck. **(WILL BE PAID FROM THE MENU FUND)**
 - ✓ No less than \$650/individual if school achieves its site goal(s)- paid in a lump sum in December.*
- A \$3,000 stipend for each National Board Certified (NBPTS) teacher is paid in a lump sum at the end of the school year.
- A \$650 stipend for one elected school council facilitator at each site is paid in a lump sum at the end of the school year. *(See plan for detailed explanation.)*
 - * Any remaining classroom site fund money will be used to increase the \$650 site goal stipend.

II. **PAY FOR PERFORMANCE PLAN DETAILS**

- A. School Council Facilitators
 1. Each school will be allocated one school council facilitator position.
 - The Facilitator shall be elected by the school council from among its membership by the end of the first quarter.
 - The Facilitator shall:
 - ✓ Preside at school council meetings and activities;
 - ✓ Be the spokesperson of the school council at all appropriate functions;
 - ✓ Develop school council meeting agendas in collaboration with the principal;

- ✓ Be responsible for the maintenance of school council records (e.g. agendas, minutes, school policy decisions);
- ✓ Work with the Principal in facilitating Wednesday staff development sessions, coordinating school committees, implementing site plan/goals, analyzing data, and monitoring student achievement results.

2. Compensation

- Certified: \$650 stipend. This stipend is in addition to the one of no less than \$650 earned for being a member of the faculty.
- Classified: Earn hourly professional development credit based upon official documentation, such as a log of time spent in fulfilling the facilitator job description stated in #1 above.

B. National Board Certification

Any employee who earns a certificate from the National Board for Professional Teaching Standards (NBPTS) shall receive a \$3,000 stipend each year for the life of the certificate. Service in the TUSD/TEA National Board Certification Mentor/Facilitator Program, per Article 29 of the Consensus Agreement, also may result in an extra duty stipend.

C. Wednesday Staff Development Assurances

1. Seven hundred dollars for acknowledgement of professional work during Wednesday staff development sessions **WILL BE PAID OUT OF THE MENU FUND**. There is a potential of no less than \$650 for participation in activities leading to attainment of site goals. A minimum of \$650 will be paid subsequent to the attainment of site goals.
2. Activities will keep within 7.5-hour workday. See Articles 9 and 19 of the current Consensus Agreement for clarification.
3. The purpose of Wednesday staff development includes designing, developing and achieving site goals.
4. School staff, with the assistance and approval of the school council, will develop the structure and Plan for Staff Development Wednesdays focused on the School Accountability Plan/Arizona School Improvement Plan and site goals. Wednesday staff development sessions shall be used for developing the site plan goals, planning and implementing curriculum and instructional programs to meet goals/objectives of School Accountability Plan/Arizona School Improvement Plan, reviewing student work and progress, and evaluating results. TUSD may provide direction to underperforming and failing schools to focus staff development on the mandates from AZ Learns.
5. On Wednesdays prior to a Thursday holiday, early release of students will occur. Teachers may leave at the same time as the students. No staff development sessions will be scheduled.

DEVELOPMENT OF SITE GOALS:

1. The school council, in collaboration with the principal, faculty/staff, develops and approves a School Accountability Plan/Arizona School Improvement Plan and the site plan goals for increasing student achievement.
2. Two options for school goals are available

Option A: Schools will develop and submit two goals only. Both of the goals must focus on reading, writing, or math and be measured by a state or district recognized assessment instrument as listed below. The goals must be part of the School Accountability Plan/Arizona School Improvement Plan. Each goal must contain the following information:

- Clear description of the students measured;
- Statement of the instrument by which students are measured;
- Clear statement of the performance outcome upon which the students will be measured (for at least one of the goals, measured students must improve at least five (5%) percent or make adequate yearly progress); and
- Clear statement of benchmark data (where the student performance was at the beginning of the school year) and where the students should be at the end of the school year.

Exception: Schools that have achieved highly performing and/or excelling status for two or more consecutive years may develop site goals other than those listed above under Option A. The site goals must be measurable and be within the guidelines of state statutes pertaining to the classroom site fund.

For certified faculty members to earn the site stipend of not less than \$650, the school must attain at least one of the two goals.

Site plan goals must:

- Be based upon analysis of data and must prioritize areas in which the school has the greatest need for improvement;
- Be reasonable, yet challenging
- Measure student growth;
- Be in the context of a comprehensive 3-5 year school improvement plan;
- Clearly identify the group(s) of students to be measured;
- Include baseline data of where students began and how much progress they will make by the end of the school year;
- Be consistent with federal laws, state statutes, and TUSD student achievement goals;
- Identify the data source and/or measurement that will be used for assessing improvement which include, *but are not limited to:*
 - ✓ Improvement on state or district recognized assessment instruments (e.g. AIMS/DPA, DIBELS, TERRA NOVA, AZELLA);
 - ✓ Improved reclassification rates as for ELL students;
 - ✓ IEP goals.

Option B: Schools will develop and submit one goal. That goal must focus on a school-wide plan to design/plan, train, and implement research-based improvements and/or changes in the school which are proven to contribute to increased student achievement.

Each goal must contain the following information:

- Clear description of the research that will be used
- Clear outline on the planning, training, and implementation of the research
- Clear description of how the success of the implementation will be measured including the instruments by which all aspects of the plan will be measured and the performance outcome expected.

This goal must be:

- Pre-approved by the 301 committee
 - Approved by 80% of the faculty
 - Allow for an opt-out option to any teacher who voted against the plan. Teachers who opt out WILL NOT receive 301 performance pay.
3. The school shall employ the Wednesday staff development time to have the faculty/staff assist in the development of the site plan goal(s) and to implement and document progress toward the stated goals.

Option A: Wednesday staff development activities include, but are not limited to, team-building, collaboration, curriculum development, data analysis, and monitoring student achievement results with a focus on enhancing classroom curriculum and instruction for meeting site goal(s).

Option B: Wednesday staff development activities include, but are not limited to, those necessary to the planning, training, and implementation of the school-wide plan, which may include research, collaborative planning and or design, curriculum development, data analysis, and monitoring of student achievement as a result of the plan.

4. The school council, in collaboration with faculty/staff and principal, shall approve the Wednesday Staff Development activities that are related to the School Accountability Plan/Arizona School Improvement Plan and the 301 goal(s). TUSD may provide direction to SCHOOLS IN SCHOOL IMPROVEMENT to focus staff development on the mandates from AZ Learns AND NO CHILD LEFT BEHIND (NCLB)

III. DISTRICT PROCESS TO REVIEW GOALS

- A. Once the school council approves the Classroom Site Fund Plan goals, as evidenced by the signatures of its members, the Principal shall submit it to the ASSISTANT SUPERINTENDENT OR DESIGNEE no later than the end of first quarter. This shall include a brief narrative describing opportunities provided for the total faculty to be involved in the design and selection of the site goals. The ASSISTANT SUPERINTENDENT shall respond in writing to the Principal and school council by November 1st. The ASSISTANT SUPERINTENDENT shall review the site plan goals to

ensure that they are consistent with state law, follow the guidelines stated in #2 above and are reasonably related to the Wednesday staff development plan. The ASSISTANT SUPERINTENDENT also ensures that the school council complies with the TUSD/TEA Shared Decision Making policy and standards.

- B. If the site plan goals are consistent with state law and the guidelines stated in #2 and #3 above, the ASSISTANT SUPERINTENDENT shall notify the principal and the chair/facilitator of the school council by November 1st. The school council will then document progress in implementing the plan and record benchmark progress toward meeting the goals. Final results will be submitted to the ASSISTANT SUPERINTENDENT no later than November 1st of the following school year.
- C. If the ASSISTANT SUPERINTENDENT believes site plan goals are in violation of state law or do not follow the guidelines stated in #2 and #3 above, has questions about the process by which the school adopted the site plan goals, or has recommendations to make the goals reasonable and/or challenging, he/she will consult with the principal and the school council by November 1st. The ASSISTANT SUPERINTENDENT will offer suggestions for bringing the plan goals into compliance that will be presented to the principal and school council. The school council then will adopt and sign new site plan goals, and the principal will submit it to the ASSISTANT SUPERINTENDENT for review by November 15th.

IV. **SCHOOL REVIEW OF GOALS**

- A. In August of the new school year, when documented results of student performance are available to schools, each school shall have the opportunity to review its goals. If the school does not meet at least one of its two goals, and the school council determines that there is an extenuating circumstance related to not meeting the goals, it may provide data and rationale to the Assistant Superintendent. The school council's determination of extenuating circumstances, data and rationale shall be considered its application for appeal of a denial of performance pay.

V. **JOINT 301 COMMITTEE REVIEW**

- A. The ASSISTANT SUPERINTENDENT shall review the information for completeness and accuracy and then submit the appeal to the JOINT 301 COMMITTEE for a recommendation to approve or deny. The committee shall meet to review all appeals. This meeting may include all ASSISTANT SUPERINTENDENTS and other individuals who may facilitate the review of the appeals. The appeal shall be in writing as stated in Section IV above. This will be the exclusive format for the appeal unless a written request to the Assistant Superintendent for a hearing before the 301 Committee has been filed. To assure uniformity and fairness, the committee shall consider appeals according to specific criteria.
- B. This criteria may include any of the following:
 - 1. Evidence of significant progress toward the goal and a valid rationale for not completely meeting the stated goal;
 - 2. Explanation of unforeseeable circumstances that had a direct impact on the site's ability to meet a goal, with a description of the response to such circumstances;

3. Review of data closely related to the goals that show significant overall progress in that academic area.

The committee shall then submit its recommendations in writing with a brief explanation of the basis for the recommendation to the Assistant Superintendent. After review of the recommendations, the ASSISTANT SUPERINTENDENT shall notify the principal of the decision on the appeal.

4. The Assistant Superintendent shall have the discretion in his or her professional judgment, to approve or deny appeals. The decision of the Assistant Superintendent shall be final.
 5. This appeal process shall be the sole remedy for any controversy or claim arising out of, or related to denial of performance pay, and the parties expressly waive their rights to file lawsuits against one another in any civil court for such dispute.
- C. Committee members eligible for this stipend shall recuse themselves from consideration of an appeal that involves their own site.

VI. PAYMENT OF 301 GOALS STIPEND

- A. If the school reaches one of the two of its adopted goals for the school year, no less than \$650 of the Classroom site Fund monies will be awarded to each employee assigned to the site WHO IS PAID ON A TEACHER CONTRACT. IN ADDITION, AN EMPLOYEE IN A POSITION PAID ON THE CERTIFIED SALARY SCHEDULE ON A NON-TEACHER CONTRACT MAY DOCUMENT THAT HE/SHE PERFORMS ACADEMIC INSTRUCTION FOR AT LEAST 50% OF THE TIME, AND THE PRINCIPAL MAY CERTIFY THAT THE EMPLOYEE IS THEREFORE ELIGIBLE FOR THE STIPEND. EMPLOYEES WHO ARE ON A RETIREE CONTRACT WORKING IN THE SAME ASSIGNMENT FOR AT LEAST ONE SEMESTER ARE ALSO ELIGIBLE. THE AMOUNT OF THE STIPEND PAID TO AN EMPLOYEE WILL BE DETERMINED BY CONTRACT TERMS AS FOLLOWS:

0.75-1.0 OR GREATER	100%
0.50-0.74	75%
0.25-0.49	50%
0.24 OR LESS	25%

- B. Payment will be made as quickly as possible, but not later than December 15th of the following school year. This provision includes all employees who separate from the district by June 30th. To be eligible for the site goals stipend, the employee must be paid on the TUSD-TEA Consensus Agreement salary schedule for at least one full semester of the school year.

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