

Winter

## Teacher Performance Bonus Proposal

### What the proposal is:

1. Self-reflection on teaching practice(s)
2. Performance-based action directly linked to student growth
3. Teacher-driven professional growth
4. Directly linked to domain(s) and concept(s) identified in the Danielson framework.
5. Voluntary
6. Embedded into the normal teaching day to directly impact student growth

### What the proposal isn't:

1. Evaluation
2. Punitive
3. Mandatory
4. Top down
5. Added time or extra responsibilities

The Winter School District is moving in the direction of pay for performance. Pay for performance will be grounded in the research-based Danielson model for teacher evaluation. In each Domain identified in the Danielson model are concepts that teachers use to deliver instruction and maintain a learning environment. The goal is to have all teachers at either the proficient or distinguished levels. We will take this school year to identify activities for growth.

Performance  
Growth  
Not  
Necessary  
"Success"

### Framework

The following six steps will be used to guide the process for professional growth activities linked to the Danielson model of teacher evaluation.

**Step 1-** Identify the Domain(s) and concept(s) from the Danielson model addressed. Describe how the idea will assist with professional growth and student growth.

**Step 2-** Identify how students will benefit. What is the expected student learning outcome?

**Step 3-** Identify three (3) activities that will be implemented. These may be activities that involve collaboration, teacher visits, workshops, reading articles/books, classroom activities, etc.

**Step 4-** After the activities have been implemented, provide evidence for student growth. You may find that there was no student growth and this is also valuable information. You can then identify what you would do differently next time. You can learn from this as well as if you find student growth.

**Step 5-** After implementing the activities and reviewing student growth data, provide evidence of your growth as a professional or how you assisted with someone else's professional growth.

Winter

## TEACHER EFFECTIVENESS BONUS PLAN

### PAYMENT SCHEDULE

A \$500 payment will be paid to each teacher actively involved in the Teacher Effectiveness Bonus Plan each month from November through April. Please complete a time sheet for each month and indicate the activities performed in your plan for each month. The following is an example:

- November-** Created and submitted Teacher Effectiveness Bonus Plan- Follow framework
- December-** Collected and reviewed baseline data  
Participated in activities- workshop, technology mini sessions, collaboration, etc.
- January-** Participated in activities- identify them  
Implemented activities in class/school- identify them
- February-** Participated in activities- identify them  
Implemented activities in class/school- identify them
- March-** Participated in activities- identify them  
Implemented activities in class/school
- April-** Collected evidence  
Documented results  
Identified strengths/weaknesses of plan activities- Did you get the desired result? If not, what would you change? If yes, what was the result in teacher growth? What was the result in student growth?

You may choose to do a shorter plan and the payment will be \$500 per month for as many months as you choose to participate. This is voluntary.

Label each time sheet with Teacher Effectiveness Bonus Plan.