

# Valley Local School District

1821 State Route 728

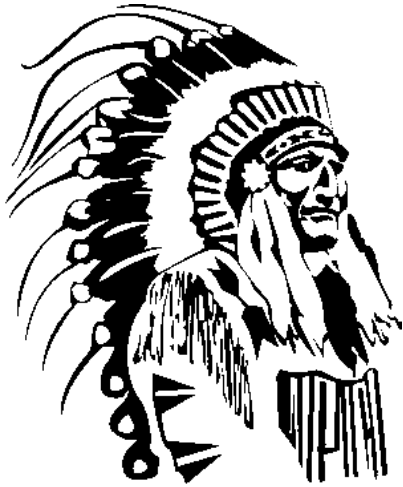
Lucasville, OH 45648

Phone: 740-259-3115

[www.valleys.org](http://www.valleys.org)

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## Strategic Compensation Plan 2010-2012



# OHIO TIF

*Sponsored through a  
Partnership between Valley Local Schools and the Ohio Department of Education*

### **Steering Committee**

Michelle Ashley, VMS Math Department

Barb Bailey, VES 1<sup>st</sup> Grade Teacher

Karrie Daniels, VHS Librarian

Jodi Dunham, VHS Math Department

Marc Kreischer, VMS Principal

Lori Jenkins, Curriculum and Federal Programs Director

Heather Pierce, VES Vocal Music

Tracy Riehl, VES 4<sup>th</sup> Grade Teacher and Union President

Shelly Williams, VMS Language Arts Department and DIVA

Susan Wright, VES 4<sup>th</sup> Grade Teacher

Todd Yeagle, VHS Social Studies Department and DIVA

Paul White, Superintendent

# Valley Local School District

## Strategic Compensation Plan

### VISION STATEMENT

Through the efforts of a committed, dedicated staff, parents and community, Valley Local School District will achieve and sustain an Excellent rating as per the Ohio Department of Education Local Report Card data. Our graduates will be life-long learners, productive members of society and responsible citizens.

### MISSION STATEMENT

The mission of the Valley Local School District is to foster life-long learning by embracing the challenges of change. This will be accomplished through creative collaboration and by maintaining an environment of respect and pride

### CORE VALUES

The Valley Local School District will realize its vision and accomplish its mission by believing that:

- All children can learn provided their individual needs are addressed and expectations are clearly defined;
- It is the right and the responsibility of every Valley student and school district employee to have and to create a positive, safe, healthy environment in which to work and learn;
- Valley School District employees are dedicated to serving the students for the betterment of our community

### BELIEFS

Valley's belief that all students can learn is supported by research (Dr. Robert Marzano, What Works in Schools, Translating Research into Action) that proves educators play a vital role in the success of student learning:

<b>Student Achievement Factors</b>	
<b>School Level</b>	<ul style="list-style-type: none"><li>▪ Guaranteed and Viable Curriculum</li><li>▪ Challenging Goals &amp; Effective Feedback</li><li>▪ Parent and Community Involvement</li><li>▪ Safe and Orderly Environment</li><li>▪ Collegiality &amp; Professionalism</li></ul>
<b>Teacher Level</b>	<ul style="list-style-type: none"><li>▪ Instructional Strategies</li><li>▪ Classroom Management Techniques</li><li>▪ Classroom Curriculum Design</li></ul>
<b>Student Level</b>	<ul style="list-style-type: none"><li>▪ Home Atmosphere</li><li>▪ Learned Intelligence and Background Knowledge</li><li>▪ Motivation</li></ul>

## STRATEGIC COMPENSATION DESIGN ELEMENTS

Valley Local School District is one of 24 Ohio school districts selected to participate Ohio TIF (Teacher Incentive Fund).

Through a partnership with the Ohio Department of Education Ohio TIF will provide funding from the U.S. Department of Education for a 5 years period to assist Valley in developing a strategic compensation plan that will reward teachers and principals for positive student growth.

With the uncertainty of school funding in Ohio, teachers in the Valley Local Schools have agreed to work with the administration to develop a strategic compensation plan that will include an award model to reward effective educators.

It is understood that Valley Local Schools will make an in-kind contribution to the Teacher Incentive Fund Grant by providing substitute teacher expense for the formative observations so that District Leadership Team members may conduct “snapshots” of classroom learning and host critical conversations to support on-going school improvement.

### Valley’s Ohio TIF Award Model **MUST:**

- Be based on accurate student growth measures
- Be attainable
- Be clearly defined
- Be focused on collaboration

### Valley’s Ohio TIF Award Model **WILL NOT:**

- Offer a reward that does not positively impact student learning

## Valley’s Ohio TIF ELIGIBILITY REQUIREMENTS:

### 1. ELIGIBILITY REQUIREMENTS

- All Core Teacher; Non-Core Teachers; Principals

### 2. ATTENDANCE

- Must hold a 183 day contract or be hired by October 1 through April 30
- Must be present 170 days (93% Attendance)
  - Exemptions to the 170 day requirement include: Bereavement, Military Leave, and Religious Holidays, Vacation, Short Term Disability, FMLA, Personal Illness, Family Illness, Approved Professional Leave, Personal Leave or Approved Professional Development
  - Educator attendance will be monitored through EMIS data

### 3. GOOD STANDING

- Educator must be “in good standing with district” policy and procedure
- Educator must be in good standing at the time of payment
  - An educator under investigation or reassigned pending investigation is not eligible for an Ohio TIF Award payment until cleared of any allegation
  - If the investigation is concluded with a confirmation of inappropriate behavior, the employee is not eligible to receive an Award payment
  - An educator who retires in lieu of termination or resign in lieu of termination is not eligible to receive an Ohio TIF payment

### 4. Classroom Observation

- All eligible staff must agree to be observed at least twice annually and participate in critical conversation session following the formative observation

## COMMUNICATION

Ohio TIF will be communicated transparently through various venues to include:

- District Website
- Staff Meetings
- Presentations by the District Leadership Team Members
- Superintendent or designee updates to staff
- Board of Education Meetings

## AWARD PAYMENT

Valley’s Ohio TIF Steering Committee will collect and provide award related information to Battelle for Kids “BFK”. BFK will provide the Award Tool to Ohio TIF districts to communicate individual awards, describe eligibility, and calculate award amounts and process appeals.

- Award payment will be made in late November or early December of 2012-2016 pending goal attainment and Ohio TIF funding

◆ **YEAR ONE:** Potential Building Level Awards may be paid in any of the following areas to educators that “Opt In” to the strategic compensation plan:

- **Goal One:** Performance Index Gain of 3% or Higher
- **Goal Two:** Professional Development (District Required)
  - 95% Participation
  - Individual Implementation Occurs
  - PD will be ongoing, relevant and measureable
- **Goal Three:** Value Added Composite Met or Above Expected Growth
  - Ohio TIF requires that \$2000 potential payout to DLT for student growth measure award if met
  - 75% of teachers must meet one year’s growth with all teacher level reports counted (Note: Teachers that Opt Out will still have their Value Added Composite Reports calculated for building level award)

- **Goal Four:** Leadership
  - Job description for District Leadership Team position with an application process

Note: Ohio TIF requires that the remainder of the \$4,000 potential incentive for DLT members (which is \$2,000) to be distributed among Goals 1, 2 and 4

◆ **YEAR TWO through FIVE:** Potential Awards to be determined

## APPEALS PROCESS

An educator may make inquiry to an Ohio TIF award by completing the Appeal Form with submission to the District Office for review by the Steering Committee. Decisions of the Steering Committee must be made by a majority vote.

## Professional Development Plan

<b>Valley Local Schools Professional Development Plan 2011-2012</b>			
PD Category	PD Offering	Description	Audience
In-service	<b>August 15</b> Standards for Ohio Educators	Certified staff will engage in discussion around the Standards for Ohio Educators	•Certified Staff
In-service	<b>August 16</b> Overview of TIF New Teacher Evaluation Pilot	Certified staff will engage in discussion around the Standards for Ohio Educators	•Certified Staff
Training	<b>September 20</b> DLT Teacher Observation Process	DLT will engage in PD to calibrate thinking around effective classroom practices through discussion, watching vignettes of classroom learning and reviewing the formative Teacher Observation Process	•DLT Members •TIF Coordinator •Superintendent
Observation	<b>September 27-28-29</b>	DLT practice Snapshots and hold Critical Conversations about Student Learning	•DLT Members
In-Service	<b>October 14</b>	Effective Instructional Strategies for Student Engagement Showcase and Data Analysis	•DLT Members •Certified Staff
Observation	<b>October 28-30</b>	DLT conduct Snapshots and	•Certified Staff

		hold Critical Conversations about Student Learning	
Observation	<b>February 16-17-18</b>	DLT conduct Snapshots and hold Critical Conversations about Student Learning	•Certified Staff
Observation	<b>March 6-8</b>	DLT conduct Snapshots and hold Critical Conversations about Student Learning	•Certified Staff
In-service	<b>March 9</b>	Effective Instructional Strategies for Student Engagement Showcase and Data Analysis	•DLT Members •Certified Staff
Observation	<b>May 4-6</b>	DLT conduct Snapshots and hold Critical Conversations about Student Learning	•Certified Staff

*Additional Ohio TIF PD will be scheduled for the DLT and/or Steering Committee as needed*

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## OHIO TIF Appeal Form

Name \_\_\_\_\_ Date \_\_\_\_\_

School Building: \_\_\_\_\_

### **Educator Inquiry**

An inquiry regarding the allocation of awards is being made for this reason:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Educator Signature

### **Response Findings to Educator Inquiry**

After further review, the Steering Committee responds to the above inquiry by:

Approval of Award       Decline of Award

\_\_\_\_\_  
Steering Committee Representative Signature

**Note:** Educator must submit the inquiry to the District Office by completing the Ohio TIF Appeal Form within 5 days of award being issued

## OHIO TIF PARTICIPATION

**Bottom Line:** *To reward Valley educators for what they are already doing well!*

Strategic Compensation provides districts with a systematic process to provide relevant professional development for educators aligned to district goals. Implementation of the professional development will be on-going with the intent to continue to establish a culture of collegiality that fosters collaboration through shared conversation around best practice and/or promising practices based on data driven decisions.

Valley administration is expected to provide daily job embedded collaboration time, create a system of formative, peer observations (Snapshots) leading to conversations about student learning, design relevant professional development focused on the need to understand data that impacts student learning and provide monetary compensation as a reward to effective teachers pending Ohio TIF allocations.

It is hoped that by participating in Ohio TIF that Valley Local School District will continue to improve teacher collaboration while aligning curriculum to the new Common Core, Ohio Academic Content Standards and ACT benchmarks.

With a focus on relevant and meaningful professional development Valley teachers will continue to deliver quality instruction to all students focused on embedding 21<sup>st</sup> Century Learning Skills leading to college and/or career readiness.

In addition, as Valley moves to adopt a new teacher evaluation tool, a formative observation “Snapshot” will be conducted over time providing teachers with focused feedback to improve classroom instruction.

- Formal Observations “Snapshots” will be conducted twice annually by trained, district leadership team members in Year One.
- Conversations About Students Learning will follow each “Snapshot” as the DLT member and classroom teacher discuss the “Snapshot”.
  - It is expected that each Conversation About Student Learning session will lead to a teacher goal being established for the next “Snapshot” that should last 30 minutes to be held during collaboration time
- It is understood that the Formative Observation “Snapshot” is not the formal teacher evaluation conducted by the principal. Each “Snapshot” is formative in nature to inform instructional decisions

Valley’s Teacher Evaluation Committee will pilot the new teacher evaluation tool in 2011-2012 that will include both formative (to inform instruction) and summative (to evaluate) components as per House Bill 1 within the district.

OFFICIAL "OPT IN" FORM

Revised: 8.17.11

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Ohio TIF

"Opt In"

Goal Commitment Plan

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip Code: \_\_\_\_\_

Contact Number: \_\_\_\_\_

It is understood that by signing the "Opt In" Form that I will receive monetary compensation for Ohio TIF Goals Building Goals met and that the strategic compensation is to paid as a stipend in addition the regular contract held with the Valley Local School District.

\_\_\_\_\_  
Educator Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Principal Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
TIF Coordinator Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Date

**Note:** "Opt In" requires that the Ohio TIF Goal Commitment Plan be completed on the reverse side and be submitted to the building principal by **September 9, 2011** (Section One) and **May 4, 2012** (Section Two)

- Principal will submit the Goal Commitment Plans to the District Office

# “Opt In” Goal Commitment Plan

All eligible Valley educators MUST complete the “Opt In” Goal Commitment Pan below and return to the building principal by **Friday, September 9, 2011**.

- **Note:** Ohio TIF documentation may assist educators in Master Teacher Certification

## Goal Commitment Plan: Section One (Due by September 9, 2011)

**Note:** Valley teachers shared between buildings may only “Opt In” to one Ohio TIF building.

School Building \_\_\_\_\_

### 2011-2012 Building Goal(s)

- **Goal One:** Increase Performance Index “PI” by 3%
- **Goal Two:** Attend district PD strategies with
- **Goal Three:** MET Value Added Growth
- **Goal Four:** Leadership - Participate in two Snapshot Observations and Critical Conversations

**Note:** If you are not full time at the above school, please attach a copy of your schedule.

My plan to support the school is that I will (e.g. implement short cycle assessments/probes, implement focused feedback strategies, collect student work samples, conduct interviews with student to find out if the strategy is working):

\_\_\_\_\_  
\_\_\_\_\_

Educator Signature \_\_\_\_\_ Date \_\_\_\_\_

Principal Signature \_\_\_\_\_ Date \_\_\_\_\_

A copy of the Goal Commitment Plan is to be retained by the educator, the principal and District Office due on or before **Friday, September 9, 2011**.

## Goal Commitment Plan: Section: Section Two (Due by May 4, 2012)

Please complete and submit to the building principal no later than **Friday, May 4, 2012**.

\_\_\_\_\_ Yes, I have completed the goals set forth on the Goal Plan.

Educator Signature \_\_\_\_\_

Principal \_\_\_\_\_

TIF Coordinator Signature \_\_\_\_\_

Superintendent Signature \_\_\_\_\_

**Note:** It is the responsibility of the principal to submit the complete Goal Commitment Plan (Section One and Section Two) to the District Office on or before than **Friday, May 11, 2012**.

**Revised: 8.17.11**

# District Leadership Team



The establishment of a District Leadership Team “DLT” is to promote collegiality, peer collaboration, be focused on improved classroom instruction and increased student achievement.

- Ohio TIF requires that the selection of District Leadership Team include no more than 30% of the total number of district staff
- All Valley buildings have equal opportunity for representation on the District Leadership Team.

## District Leadership Team: Job Description

- Applicants must meet Ohio TIF Eligibility Requirements
- Applicants must be employed with the district for at least two years
- Applicant must make a one year commitment to the DLT
- Applicant must complete one day of professional development
- Assist in communicating district information
  - Assist to create agendas, lead BLT discussions, sign-in sheets and take notes
- Conduct “Snapshots” of student learning to help monitor the implementation of professional development into classroom practice
  - Once trained, DLT members will conduct formative observations “Snapshots’ and meet with colleagues to have conversations about student learning
- Attend monthly DLT after school meetings (approximately one-two hours in length)
- Must return a completed the Ohio TIF “Opt In” Goal Commitment Plan Form with the DLT application

**Note:** Interested educators please provide a letter of interest and application to the District Office by, August 31, 2011.

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## OHIO TIF

### District Leadership Team Application

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip Code: \_\_\_\_\_

Contact Number: \_\_\_\_\_

**Narrative:**

What leadership qualities do you bring to the District Leadership Team?

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**Note:** Please attach professional credentials supporting the application



# Valley Local School District



## OHIO TIF Teacher Incentive Fund: Year One Award Model

AWARD GOALS	ELIGIBILITY	AWARD METRICS	MAXIMUM AWARD			DELIVERABLES
			Valley Elementary	Valley Middle	Valley High	
<b>Goal 1</b> Recognizing school achievement	Potentially: All K-12 teachers and principals (including non-tested grades and specialties)	Performance Index PI growth gain of 3% or higher at building level (see scorecards for building specific targets)	<b>Valley Elementary</b> •Building Award 24 staff @ \$100 = \$2,400 •DLT Building Award 8 staff @ \$500 = \$4,000 Sub-Total Potential Pay Out \$6,400	<b>Valley Middle</b> •Building Award 16 staff @ \$100 = \$1,600 •DLT Building Award 8 staff @ \$500 = \$4,000 Sub-Total Potential Pay Out \$5,600	<b>Valley High</b> •Building Award 16 staff @ \$100 = \$1,600 •DLT Building Award 8 staff @ \$500 = \$4,000 Sub-Total Potential Pay Out \$5,600	Stretch Goals need to be determined based on data and college- and career- ready school improvement plan with potential of \$500 award to DLT
<b>Goal 2</b> Building school capability	Potentially: All K-12 teachers and principals (including non-tested grades and specialties)	Professional Development Complete and implement PD with evidence	<b>Valley Elementary</b> •Building Award 24 staff @ \$100 = \$2,400 •DLT Building Award 8 staff @ \$500 = \$4,000 Sub-Total Potential Pay Out \$6,400	<b>Valley Middle</b> •Building Award 16 staff @ \$100 = \$1,600 •DLT Building Award 8 staff @ \$500 = \$4,000 Sub-Total Potential Pay Out \$5,600	<b>Valley High</b> •Building Award 16 staff @ \$100 = \$1,600 •DLT Building Award 8 staff @ \$500 = \$4,000 Sub-Total Potential Pay Out \$5,600	Targeted PD Plan must be based on data and emerge from a collaborative process with potential of \$500 award to DLT
<b>Goal 3</b> Recognizing student growth	Potentially: All K-12 teachers and principals (including non-tested grades and specialties)	Value-Added Building Mets or Exceeds (Green on LRC) Value Added (includes reports from all teachers)	<b>Valley Elementary</b> •Building Award 24 staff @ \$500 = \$12,000 •DLT Building Award 8 staff @ \$2,000 = \$16,000 Sub-Total Potential Pay Out \$28,000	<b>Valley Middle</b> •Building Award 16 staff @ \$500 = \$8,000 •DLT Building Award 8 staff @ \$2,000 = \$16,000 Sub-Total Potential Pay Out \$24,000	<b>Valley High</b> •Building Award 16 staff @ \$500 = \$8,000 •DLT Building Award 8 staff @ \$2,000 = \$16,000 Sub-Total Potential Pay Out \$24,000	Total payout for Goals 3 requires \$2,000 potential award allocated to DLT
<b>Goal 4</b> Fostering student growth leadership	Potentially: All K-12 teachers, DLT members and principals (including non-tested grades and specialties)	Leadership Actively collaborates in learning teams to conduct Snapshots while addressing building and/or district goals lead by DLT members	<b>Valley Elementary</b> •Building Award 24 staff @ \$200 = \$4,800 •DLT Building Award 8 staff @ \$1,000 = \$8,000 Sub-Total Potential Pay Out \$12,800	<b>Valley Middle</b> •Building Award 16 staff @ \$ = \$200 = \$3,200 •District Leadership Team 8 staff @ \$1,000 = \$8,000 Sub-Total Potential Pay Out \$11,200	<b>Valley High</b> •Building Award 16 staff @ \$200 = \$3,200 •District Leadership Team 8 staff @ \$1000 = \$8,000 Sub-Total Potential Pay Out \$11,200	Total payout is for leadership roles assumed with a potential of \$1,000 for DLT members for fulfilling all DLT requirements
<b>Total Possible Pay Out By Building</b>			<b>\$53,600</b>	<b>\$46,400</b>	<b>\$46,400</b>	
			<b>Total Teacher Incentive Fund Grant: Year One Award</b>			<b>\$146,400.00</b>

Valley Local School District Spring 2011

Teacher Incentive Fund: DRAFT Year One Simple Award Model

## Building Scorecard

### Teacher Incentive Fund Year One Building Level Award

Function	Metric (Measure)	Incentive: Building Award		
<b>Goal One:</b> <b>Recognizing School Achievement</b> ■Metric (Measure): Performance Index 3% Increase •Potential Award Per Building Educator: \$100 •Potential Award Per DLT Member: \$500	<b>Performance Index</b>			
	Trend Data	2008-2009 94.5	2009-2010 96.3	2010-2011 98.3
	<b>Goal</b>			
	2011-2012 3% Increase		2012-2013 101.249	Educator \$100 DLT \$500
<b>Goal Two:</b> <b>Building School Capacity</b> ■Metric (Measure): Professional Development •Potential Award Per Building Educator: \$100 •Potential Award Per DLT Member: \$500	<b>Professional Development: Value Added Modules</b>			
	VES Teachers to participate in effective instructional practices professional development with evidence of implementation			
	<b>Goal</b>			
	100% MET PARTICIPATION EVIDENCE OF IMPLEMENTATION (BASED ON INDIVIDUAL)		Educator \$100 DLT \$500	
<b>Goal Three:</b> <b>Recognizing Student Growth</b> ■Metric (Measure): Value Added Composite Score •Potential Award Per Building Educator: \$500 •Potential Award Per DLT Member: \$2,000	<b>Value Added Composite Score</b>			
	Overall Building Composite + Met or Exceeds Expected Growth			
	<b>Goal</b>			
	Overall Building Composite + Meets or Exceeds Expected Growth		Educator \$500 DLT \$2,000	
<b>Goal Four:</b> <b>Fostering Student Growth Leadership</b> ■Metric (Measure): Committee Service •Potential Award Per Building Educator: \$200 •Potential Award Per DLT Member: \$1,000	<b>Leadership Roles and/or Responsibilities</b>			
	Two Snapshots (Classroom Observation) with Critical Conversation Sessions focused on student learning			
	<b>Goal</b>			
	Host conversations about student learning through vertical alignment		Educator \$200 DLT \$1,000	



# Valley Middle School

## Building Scorecard

### Teacher Incentive Fund Year One Building Level Award

Function	Metric (Measure)			Incentive: Building Award		
<b>Goal One:</b> <b>Recognizing School Achievement</b> ■Metric (Measure): Performance Index 3% Increase •Potential Award Per Building Educator: \$100 •Potential Award Per DLT Member: \$500	<b>Performance Index</b>			<b>Goal</b>		
	Trend Data	2008-2009 90.5	2009-2010 94.3	2010-2011 95.4	2011-2012 3% Increase	2012-2013 98.262
<b>Goal Two:</b> <b>Building School Capacity</b> ■Metric (Measure): Professional Development •Potential Award Per Building Educator: \$100 •Potential Award Per DLT Member: \$500	<b>Professional Development: Value Added Modules</b>			<b>Goal</b>		
	VMS Teachers to participate in effective instructional practices professional development with evidence of implementation			100% PARTICIPATION EVIDENCE OF IMPLEMENTATION (BASED ON INDIVIDUAL)		Educator \$100 DLT \$500
<b>Goal Three:</b> <b>Recognizing Student Growth</b> ■Metric (Measure): Value Added Composite Score •Potential Award Per Building Educator: \$500 •Potential Award Per DLT Member: \$2,000	<b>Value Added Composite Score</b>			<b>Goal</b>		
	Overall Building Composite + Met or Exceeds Expected Growth			Overall Building Composite + Met or Exceeds Expected Growth		Educator \$500 DLT \$2,000
<b>Goal Four:</b> <b>Fostering Student Growth Leadership</b> ■Metric (Measure): Committee Service •Potential Award Per Building Educator: \$200 •Potential Award Per DLT Member: \$1,000	<b>Leadership Roles and/or Responsibilities</b>			<b>Goal</b>		
	Two Snapshots (Classroom Observation) with Critical Conversation Sessions focused on student learning			Host conversations about student learning through vertical alignment		Educator \$200 DLT \$1,000

Valley Local School District Spring 2011

Teacher Incentive Fund: DRAFT Year One Simple Award Model



# Valley High School

## Building Scorecard

### Teacher Incentive Fund Year One Building Level Award

Function	Metric (Measure)	Incentive: Building Award																							
<b>Goal One:</b> <b>Recognizing School Achievement</b> ▪Metric (Measure): Performance Index 3% Increase •Potential Award Per Building Educator: \$100 •Potential Award Per DLT Member: \$500	<b>Performance Index</b>																								
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Valley Local School District Spring 2011

**Valley Local School District Spring 2011**

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Teacher Incentive Fund: DRAFT Year One Simple Award Model