

Hidalgo Early College District Toolkit

Hidalgo Independent School District 2008-09 Performance-Based Pay Plan for Secondary Campuses Proposal and Certification of Qualification for Campus Performance Incentive

Applicant: _____

Assignment (2008-09): _____

Campus (2008-09): _____

Applicant Signature: _____
 Will Participate Date Will Not Participate Date

I am hereby submitting my proposed plan of action to qualify for Performance Pay as per the district compensation plan. I understand that to be eligible for performance pay, my proposal must be accepted by the principal as one that will make a **Significant Contribution** towards this campus achieving Exemplary status and earning additional acknowledgements for the 2008-09 school year. I also understand that my proposal must meet pre-established district criteria and must contribute **Significantly** to campus performance in at least 2 areas selected from each of Part I, II, & III. Once my action plan is approved, my eligibility for performance pay will be determined by: (1) the campus rating, (2) a PDAS evaluation of proficient or better in all domains, (3) evidence that I implemented my proposal plan of action satisfactorily, and (4) submission of results/evaluation of my plan.

*Note: In order to be considered for this incentive pay, the applicant must address 2 areas from Parts I & II, & 1 area from Part III. Application must be submitted and approved by December 21, 2008. The applicant must provide information on the intended results of the intervention or how the plan of action will be evaluated. **The applicant will complete Part IV of this application after the campus rating has been received.***

Part I: College Ready/Workforce Ready/Career Pathways w/Technology Integration

1. { I will directly promote college readiness in a **significant** manner that will result in . . .

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A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
--	------------------

B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
--	------------------

C. Results/Evaluation

What is the intended outcome of the intervention?	Met Expectation?
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2. { I will directly incorporate/reinforce workforce skills in a **significant** manner by . . .

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
--	------------------

B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
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C. Results/Evaluation

What is the intended outcome of the intervention?	Met Expectation?
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3. { I will **significantly** expose students to different career pathways through my instruction by . . .

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
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B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
--	------------------

C. Results/Evaluation

What is the intended outcome of the intervention?	Met Expectation?
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Part II: Student Performance

1. { I will directly instruct or reinforce TAKS/TAKS-ACC/TAKS-M/TAKS-ALT, TELPAS & End of Course objectives in the classrooms in a **significant** way as follows (See PDAS self report, Section I and Section II, Items 3 and 4):

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
--	------------------

B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
--	------------------

C. Results/Evaluation

What is the intended outcome of the intervention?	Met Expectation?
---	------------------

2. { I will directly instruct or reinforce SAT/ACT, AP, THEA, PSAT in a **significant** way as follows (See PDAS self report, Section I and Section II, Item 3):

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
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B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
--	------------------

C. Results/Evaluation:

What is the intended outcome of the intervention?	Met Expectation?
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3. { I will provide **significant** TAKS/TAKS-ACC/TAKS-M/TAKS-ALT/tutorial/extension/enrichment services as follows (PDAS Section II, Item 6):

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
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B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
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C. Results/Evaluation:

What is the intended outcome of the intervention?	Met Expectation?
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4. { I will **significantly** engage special population groups such as Special Education, English Language Learners, Migrant, At-Risk, Economically Disadvantaged, etc. in a variety of instructional opportunities that will promote on-grade-level academic success.

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
--	------------------

B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
--	------------------

C. Results/Evaluation:

What is the intended outcome of the intervention?	Met Expectation?
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Part III: Leading for Learning

1. { I will take an active and **significant** leadership role in improving the quality of instruction by serving on committees, campus/district planning initiatives, staff development and curriculum development as follows (Extension of PDAS Section II and III).

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
--	------------------

B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
--	------------------

C. Results/Evaluation:

What is the intended outcome of the intervention?	Met Expectation?
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2. { I will take an active and **significant** leadership role in improving the collaboration and teaming efforts of the campus/district by participating in 2 of the following initiatives: grade-level/departmental teams, district-wide vertical teams, mentoring, instructional coaching, special population coordination efforts or other.

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
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B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
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C. Results/Evaluation:

What is the intended outcome of the intervention?	Met Expectation?
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3. { I will take an active and **significant** leadership role in improving educational partnerships with stakeholders such as students, parents, teachers, community members, support staff and business/post secondary institutions.

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
--	------------------

B. Product/Evidence:

How will the listed activities be documented or monitored?	Met Expectation?
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C. Results/Evaluation:

What is the intended outcome of the intervention?	Met Expectation?
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4. { I will perform **significant** work to increase student attendance, dropout prevention/completion rates and recovery efforts campus-wide as follows (Extension of PDAS Section II, item 5):

A. Contribution/Quality Intervention:

What activities will you undertake to support this intervention?	Met Expectation?
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B. Product/Evidence

How will the listed activities be documented or monitored?	Met Expectation?
--	------------------

C. Results/Evaluation:

What is the intended outcome of the intervention:	Met Expectation?
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Part IV: 2008-09 AEIS Campus Performance*:

Campus Rating/Criteria Met: _____

Accountability Subset: _____ %

Campus TAKS Scores: Reading _____ Math _____ Writing _____ Reading/ELA** _____
Science _____ Social Studies _____ Writing (7th Grade) _____

* Refer to the Campus 2008-09 AEIS Final Report or the Campus Performance Criteria Descriptors.

** For Grades 9- 11 Reading and Writing composite score.

2008-09 Teacher Performance PDAS Summative Appraisal Results

{ Exceeds { Proficient { Below { Unsatisfactory

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Principal's Recommendation:

Check One

- { I hereby certify that this applicant has contributed significantly (as defined by district criteria) to this campus receiving a 2008-09 AEIS TAKS Rating of _____.
As a result, **I am recommending that this teacher receive the appropriate incentive pay.**

- { I am unable to certify that this applicant contributed significantly (as defined by district criteria) to this campus receiving a 2008-09 AEIS TAKS Rating of _____.
As a result, **I cannot recommend that this teacher receive incentive pay.**

Comments:

Principal's Signature

Date



Superintendent's Recommendation:

Check One

- { **Campus Performance Incentive Pay - AWARDED**

- { **Campus Performance Incentive Pay - DENIED**

Comments:

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Superintendent's Signature

Date