

## RECOGNIZING GREAT RESULTS IN THE CLASSROOM

### ACT 1 COMPENSATION: RUBRIC FOR COMPENSATION PLANS

<i><b>Does not meet requirements</b></i>	<i><b>Meets requirements</b></i>
<p>The compensation plan <b>does not meet requirements</b> for the following reasons:</p> <ul style="list-style-type: none"> <li>• The formula used to calculate compensation increases<sup>1</sup> for teachers does not include one or more of the following factors (1) Effectiveness, (2) Demand, or (3) Experience.</li> <li>• One or more criteria accounts for more than 50% of the formula.</li> <li>• Effectiveness is defined by a factor other than the teacher’s individual Compass rating.</li> <li>• The plan awards teachers for <u>any</u> advanced degree, rather than advanced degrees in specific, high-demand areas.</li> <li>• The plan allows Ineffective teachers to receive a salary increase the following school year.</li> </ul>	<p>The compensation plan <b>meets requirements</b> and includes all of the following design elements:</p> <ul style="list-style-type: none"> <li>• The formula used to calculate compensation increases for teachers includes (1) Effectiveness, (2) Demand (inclusive of certification, particular school need, geographic area, and subject area, which may include advanced degrees) and (3) Experience.</li> <li>• No criterion accounts for more than 50% of the formula.</li> <li>• The plan defines Effectiveness as the individual teacher’s Compass rating.</li> <li>• The plan differentiates rewards for Highly Effective, Effective: Proficient, and Effective: Emerging teachers.</li> <li>• Teachers who receive an Ineffective Compass rating are ineligible for any salary increase the following school year.</li> </ul> <p><u>And</u> there is evidence that the plan <b>has been tested for budget sustainability</b>.</p> <p><u>And</u> <b>the district has or will communicate details of its plan with teachers and leaders</b> (i.e., published to employees).</p>
<p><b>Compensation plan submissions may include:</b></p> <ul style="list-style-type: none"> <li>• Salary schedule</li> <li>• Compensation fact sheet or memo</li> <li>• Teacher compensation letter</li> <li>• Presentation to Board</li> <li>• Communication plan</li> </ul>	

<sup>1</sup> The LDOE will take into account both base salary increases and stipends when reviewing compensation plans. The LDOE will not consider stipends for work outside of the teacher’s prescribed scope of duties and responsibilities. For example, the LDOE will not consider stipends for extracurricular coaching or for participation in professional development.