

Date: December 10, 2015
To: HASD Personnel Committee and HASD Board of Education
From: Dr. Heidi Schmidt and District Appreciation Team
RE: Professional Leadership Value Plan and \$500 discretionary compensation for teachers

After Act 10, a district teacher team and I researched/formulated an alternative teacher salary schedule. Understanding that without a significant amount of startup money, the team knew that this plan would not be feasible or sustainable. At that same time, the team worked on a professional leadership point system to award teachers who go beyond the school day some additional compensation.

The District Appreciation Team, consisting of a teacher representative from each building and an HFT representative, have met monthly for the last few years. The focus changed from teacher salary compensation to looking at climate or morale issues and ways to show our staff that they are appreciated and valued. The team has a mission statement: *Our team will strive to create a better working environment for all teachers that is productive, manageable, and personable.* In addition, the group has developed team norms: Confidentiality, Focused on tasks, Smile...laugh

The team had a goal this year to show our staff appreciation in some form once a month. Below is the calendar that has been established for this year for staff appreciation:

October	Cuff's Pumpkin Patch \$5.00 coupon
October	Dr. Schmidt lunch listening session notes from each building
November	Sundae bar at November staff meetings
December	Happy December—Staff jeans day on December 9
January	Jan. 12--HASD family night ice skating Tri County Ice Area from 6:00-8:00 pm
February	\$1 for additional jeans day
March	Catered lunch for all staff
April	Additional jeans day (just because)
May	HASD staff picnic: May 26, 2016

Our teachers have worked very hard as a professional learning community, working on their power standards/essential skills, learning targets, engaged lesson planning, common formative assessments, and collaborative team meeting times. So many teachers are involved in teams or committees or special activities outside of the school day.

The Board of Education approved \$230,000 for a teacher leadership point plan for this school year. The school year is almost half complete. The request tonight is twofold:

1. With mid-year almost here and the difficulty with informing teachers and giving teachers the time to earn 10 points in the system is not attainable. This first request is to give each teacher \$500 (one time only) as discretionary compensation bonus to recognize the commitment for professional learning.
2. The second request is to modify the Professional Leadership Value Plan to 5 points or \$500 beginning January 4, 2016, so that all teachers have an opportunity to earn points through the end of this school year. Teachers must accumulate 5 points before June.
3. These above two requests are for the 2015-16 school year only.
4. The system with 10 points/\$1000 will be used for the 2016-17 school year.

If you have questions, please ask.

Motion to approve \$500 as one time discretionary compensation for all HASD teachers for the 2015-16 school year.
Motion to approve the Professional Leadership Value Plan for the 2015-16, as stated above and the 2016-17 school year.

Professional Leadership Value Plan:

Rationale:

The district believes that professional staff who focus on student learning, show leadership, and contribute to our school community have demonstrated their commitment to professionalism. This proposal offers compensation for those extra activities that staff show initiative to become involved with or lead.

Rubric Questions:

- Does the activity or role impact student learning?
- Does the activity or role demonstrate high levels of leadership?
- Does the activity or role contribute to our school community?
- Does the activity or role exceed professional expectations of an educator?
- What is the time commitment for the activity or role?

Guidelines:

1. The amounts and positions on the co-curricular schedule will remain as is.
 2. Any of the committees/teams for the Professional Leadership Value Plan are not part of the co-curricular schedule.
 3. The number of points needed for an annual Professional Leadership Value Plan stipend is 10 points or \$1,000 for the 2016-17 school year.
 4. The number of points needed for the Professional Leadership Value Plan is 5 points for the 2015-16 school year with activities beginning on January 4, 2016 to be counted toward the program.
 5. Staff cannot be paid an hourly amount or receive a stipend from the co-curricular schedule to qualify for the Professional Leadership Value Plan points.
 6. Points were assigned based on how often the team/committee meets and according to the four rubric questions above.
 7. It is the responsibility of the teacher to obtain principal/administrator signatures for pre-approval and final approval for the points (according to the activities listed for each level—elementary, middle and high school).
 8. At the end of the 2015-16 school year, a staff member who has accumulated five points and have Professional Leadership Value Points Plan sheet, including signatures from their administrator, should send the form to the District Administrator for approval by June 1.
 9. June 6 is the first day for the 2016-17 year.
 10. At the end of the 2016-17 school year, a staff member who has accumulated ten points and have signatures from their administrator, should send the form to the District Administrator for approval.
 11. June 1 is the deadline for submission for each year.
 12. Points will not accumulate from year to year.
 13. Staff are expected attend all meetings throughout the year for the team/committee.
 14. All professional staff are eligible for the PLVP program.
 15. All future activities/events will be submitted to the District Appreciation Team for consideration by the administration. Criteria for new activities/events will be determined by the rubric.
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HASD Professional Leadership Value Plan (PLVP)

High School activities/options:

Points Activity/option

- 3 Literacy Task Team
- 3 Grading Pilot Committee
- 1 Library Advisory Committee
- 3 PBIS team member (who do not have a period in their schedule)
- 2 Data Analysis/Goal Development Team (summer day analysis/action plan during the year)
- 1 Scholarship Committee
- 0.5 HOPE activity supervision (Maximum 1 point)
 - 1 Technical Education Advisory Panel
 - 1 Building interview team (maximum of 2 points per year)
 - 3 Supervising a student teacher
 - 2 PDP reviewer
 - 1 National Board for Professional Teaching Standards reviewer
- 0.5 Scholarship night
- 0.5 8th grade Parent's night participation
 - 2 Graduation Coordinator
- 0.5 Graduation participation
- 1.0 Academic Accountability Pilot Program
- 0.5 ELL Family night participation

Middle School

Points Activity/Option

- 2 PDP reviewer
- 3 Supervising student teacher
- 0.5 ELL Family night participation
- 0.5 Math night participation
- 0.5 5th grade Parent night participation
 - 3 GATE (including GATE night) Committee
- 0.5 GATE night participation (maximum 1 point per year)
- 0.5 8th grade Celebration night participation
 - 3 PBIS Core Committee
 - 1 PBIS sub Committee
 - 3 School Climate Committee
 - 2 Literacy Team
 - 1 Digital Learning Collaborative
 - 1 National Board for Professional Teaching Standards reviewer
 - 1 School Safety Team
 - 1 Library Advisor Committee
 - 1 Building interview team (maximum of 2 points per year)

Elementary School

Points Activity/Option

- 3 Literacy Team
- 0.5 Literacy night participation
- 3 Math team
- 2 PDP reviewer
- 3 Supervising student teacher
- 0.5 ELL Family night participation
- 0.5 Math night participation
- 3 GATE (including GATE night) Committee
- 0.5 GATE night participation (maximum 1 point per year)
- 1 Library Advisory Committee
- 1 Light Speed Coordinator
- 0.5 Attend PTO meetings (maximum of 2 points per year)
- 3 PBIS Core Committee
- 1 PBIS sub Committee
- 1 Technology coach
- 1 Building interview team (maximum of 2 points per year)
- 1 National Board for Professional Teaching Standards reviewer

District

Points Activity/Option

- 3 District Appreciation Team
- 1 Communications Council
- 1 Three (3) newsworthy items to the Communications Council for e-newsletter or social media posting (maximum of 2 points per year)
- 2 District Wellness Committee
- 2 PLC Executive Council
- 1 ELL Planning Committee
- 3 EXPO Planning Committee
- 1 EXPO booth
- 1 District Literacy Team
- 1 Atomic Learning/Blended Learning Team
- 1 SharePoint Committee
- 1 Mastery Connect trainers
- 0.5 School Board meeting attendance/presentation (maximum of 2 points)
- 1 Polar Bear Academy planning

Professional Learning

- 1 Attend 1 day workshop (noncontract time)
NEED: Proof of attendance/dissemination to your PLC/administrator
- 3 Facilitate five (5) nights of professional learning
NEED: Written proposal/approval by administrator
- 2 Participate in staff led professional learning for five (5) nights
NEED: Proof of attendance for five (5) nights
- 2 Presentation at state or national conference
NEED: Proof of attendance/presentation at staff meeting

Professional Leadership Value Rubric

Leadership Activity _____

Does the activity or role impact student learning?

The activity/role directly impacts student learning.

The activity/role indirectly impacts student learning.

The activity/role does not impact student learning.

Does the activity or role demonstrate high levels of leadership?

The activity/role demonstrates district and/or statewide leadership.

The activity/role demonstrates classroom or building level leadership.

The activity/role does not demonstrate leadership.

Does the activity/role contribute to our school community?

The activity/role greatly contributes to our school community.

The activity/role makes a contribution to our school community.

The activity/role does not contribute to our school community.

Does the activity/role exceed the professional expectations of an educator?

The activity/role exceeds The professional expectations of an educator. (The work might be ongoing and frequently involve time after school and on the weekends.)

Some components of the activity/role go above and beyond the professional expectations of an educator.

The activity/role is embedded in the profession.

What is the time commitment to the activity/role?

The activity/role meets weekly.

The activity/role meets quarterly or monthly.

The activity/role meets one time or less than quarterly.

HASD Professional Leadership Value Plan (PLVP)

High School activities/options:

Teacher _____

Date _____

Points	Activity/option	Staff signature	Administrator signature
3	Literacy Task		
3	Grading Pilot Committee		
1	Library Advisory Committee		
3	PBIS team member (who do not have a period in their schedule)		
2	Data Analysis/Goal Development Team (summer day analysis/action plan during the year)		
1	Scholarship Committee		
0.5	HOPE activity supervision (Maximum 1 point)		
1	Technical Education Advisory Panel		
1	Building interview team (maximum of 2 points per year)		
3	Supervising a student teacher		
1	NHS Application Committee		
1	Academic Accountability Pilot Program		
2	PDP reviewer		
1	National Board for Professional Teaching Standards reviewer		
0.5	Scholarship night		
0.5	8th grade Parent's night participation		
2	Graduation Coordinator		
0.5	Graduation participation		
0.5	ELL Family night participation		

Building Administrator
signature/date

Please return the signed form to the District Office by JUNE 1, 2016

District Administrator signature/date

HASD Professional Leadership Value Plan (PLVP)

District level activities/options:

Teacher

Date _____

Points	Activity/Option	Staff signature	Administrator signature
3	District Appreciation Team		
1	Communications Council		
1	Three (3) newsworthy items to the Communications Council for enewsletter		
	or social media posting (maximum of 2 points per year)		
2	District Wellness Committee		
2	PLC Executive Council		
1	ELL Planning Committee		
3	EXPO Planning Committee		
1	EXPO booth		
1	District Literacy Team		
1	Atomic Learning/Blended Learning Team		
1	SharePoint Committee		
1	Mastery Connect trainers		
0.5	School Board meeting attendance/presentation (maximum of 2 points)		
1	Polar Bear Academy planning		
Professional Learning			
Points	Activity/Option		
1	Attend 1 day workshop (noncontract time)		
	NEED: Proof of attendance/dissemination to your PLC/administrator		
3	Facilitate five (5) nights of professional learning		
	NEED: Written proposal/approval by administrator		
2	Participate in staff led professional learning for five (5) nights		
	NEED: Proof of attendance for five (5) nights		
2	Presentation at state or national conference		
	NEED: Proof of attendance/presentation at staff meeting		

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HASD Professional Leadership Value Plan (PLVP)

Middle School activities/options:

Teacher _____

Date _____

Points	Activity/Option	Staff signature	Administrator signature
2	PDP reviewer		
3	Supervising student teacher		
0.5	ELL Family night participation		
0.5	Math night participation		
0.5	5th grade Parent night participation		
3	GATE (including GATE night) Committee		
0.5	GATE night participation (maximum 1 point per year)		
0.5	8th grade Celebration night participation		
3	PBIS Core Committee		
1	PBIS sub Committee		
3	School Climate Committee		
2	Literacy Team		
1	Digital Learning Collaborative		
1	Building Safety Committee		
1	Library Advisor Committee		
1	Building interview team (maximum of 2 points per year)		
1	National Board for Professional Teaching Standards reviewer		

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HASD Professional Leadership Value Plan (PLVP)

District level activities/options:

Teacher

Date _____

Points	Activity/Option	Staff signature	Administrator signature
3	District Appreciation Team		
1	Communications Council		
1	Three (3) newsworthy items to the Communications Council for e-newsletter		
	or social media posting (maximum of 2 points per year)		
2	District Wellness Committee		
2	PLC Executive Council		
1	ELL Planning Committee		
3	EXPO Planning Committee		
1	EXPO booth		
1	District Literacy Team		
1	Atomic Learning/Blended Learning Team		
1	SharePoint Committee		
1	Mastery Connect trainers		
0.5	School Board meeting attendance/presentation (maximum of 2 points)		
1	Polar Bear Academy planning		
Professional Learning			
Points	Activity/Option		
1	Attend 1 day workshop (noncontract time)		
	NEED: Proof of attendance/dissemination to your PLC/administrator		
3	Facilitate five (5) nights of professional learning		
	NEED: Written proposal/approval by administrator		
2	Participate in staff led professional learning for five (5) nights		
	NEED: Proof of attendance for five (5) nights		
2	Presentation at state or national conference		
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HASD Professional Leadership Value Plan (PLVP)

Elementary School activities/options:

Teacher _____

Date _____

Points	Activity/Option	Staff signature	Administrator signature
3	Literacy Team		
0.5	Literacy night participation		
3	Math team		
2	PDP reviewer		
3	Supervising student teacher		
0.5	ELL Family night participation		
0.5	Math night participation		
3	GATE (including GATE night) Committee		
0.5	GATE night participation (maximum 1 point per year)		
1	Library Advisory Committee		
1	Light Speed Coordinator		
0.5	Attend PTO meetings (maximum of 2 points per year)		
3	PBIS Core Committee		
1	PBIS sub Committee		
1	Technology coach		
1	Building interview team (maximum of 2 points per year)		
1	National Board for Professional Teaching Standards reviewer		

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District level activities/options:

Teacher	
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2	District Wellness Committee
2	PLC Executive Council
1	ELL Planning Committee
3	EXPO Planning Committee
1	EXPO booth
1	District Literacy Team
1	Atomic Learning/Blended Learning Team
1	SharePoint Committee
1	Mastery Connect trainers
0.5	School Board meeting attendance/presentation (maximum of 2 points)
1	Polar Bear Academy planning
Professional Learning	
Points	Activity/Option
1	Attend 1 day workshop (noncontract time) NEED: Proof of attendance/dissemination to your PLC/administrator
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Teacher

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1	District Literacy Team		
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Professional Learning			
Points	Activity/Option		
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