

Performance Pay for Campus Staff

Teachers and Professional Employees

(Only Applicable at 59 Pilot Schools for the 2007-2008 School Year)

What is it?

The new performance pay program gives money to teachers and professional employees in 2 possible ways: school-level award and classroom-level award. Only teachers with a CEI are eligible for the classroom award. Each award is based on **growth in student achievement**.

What do I need to do?

You must opt-in to the program to be eligible. Teachers must also agree to have at least 2 classroom observations totaling at least 45 minutes using the same rules as PDAS. Opt-in is through Oracle Self-Service (click on *Dallas Performance Pay Program* and follow the instructions).

How much money can I get?

There are 4 levels of classroom award and 4 levels of school award. The highest school-level award is \$2000 and the highest classroom-level award is \$8,000. Teachers with a CEI are eligible for both the classroom and school award.

When do I get paid?

For 2007-2008 student performance, you will be paid in December 2008. This gives adequate time to receive and verify all test results plus to address any CEI appeals.

Why would I not want to participate?

For teachers who are eligible for less-than-annual evaluations, those teachers may not want to agree to be observed. Otherwise, there are no risks of joining the program.

Where do I get additional information?

The following website: www.dallasisd.org/performancepay has all the information you need. You may also contact the Human Development Call Center at 972-925-4200 (the website will be up on December 10, 2007)