

Subject: Performance Pay
From: Traci Moore
To: XXXXX
Thursday, May 28, 2015 1:48 PM

Hello XXXX,

The Q Comp Core Committee met yesterday to process end-of-year questions. We discussed the situation with both your observation and your goal.

It was determined that by the language of the Q Comp Plan, there is no pathway for observation appeal for non-tenured staff. The Core Committee has no jurisdiction with principal evaluations.

The plan wording is as follows:

If a teacher disagrees with the PLC Leader or Observation Coach scoring on his or her evaluation, s/he may file an appeal to the Q-Comp Core Committee within one week of the post observation conference. The written appeal should include an assessment of what the observed teacher's concerns are with the reliability or accuracy of the evaluation. The Q-Comp District Committee will review the appeal and determine whether the observation should stand or a replacement observation should be granted. (See attached 3h)

Secondly, your goal situation was shared with the Committee and it was determined that you did not fulfill your obligation to modify your goal to an acceptable student group and percentage in the fall, so we are unable to pay performance pay in that area.

After initial questions related to your goal on October 20 and a reminder on November 14, I never received a response to this e-mail:

Monday, November 17, 2014 2:53 PM

*We need to do a little re-wording in your goal. Currently, it states:
For 2014-2015, I will focus on higher-level vocabulary comprehension. The average student score in my class will be 80% of higher on a teacher-created end of course vocabulary assessment. Knowledge Level pre-assessment tests will assist in determining focus for end-of-course assessment.*

We need to be more precise with how many students you are targeting. So rather than "the average student," it needs to be something like "80% of students will score 80% or higher." Then, your baseline score is 81.7%, so technically, you need to raise your percent because it is already higher than 80. Does that make sense?

Let me know what you think. :)

The goal that was turned in signed by the principal still had the 80% wording and was signed off on in May without the changes requested.

There is no documentation (with PLC leader or Q Comp Advisor) of an acceptable fall target percentage being reported. We cannot pay out on a goal that was only finally approved in May with an appropriate percentage.

Let me know if you have questions.

Traci Moore

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