

# 2012–13 Evaluation Stipends for licensed staff in design schools

## Stipends

In design schools, teachers and administrators have the potential to earn up to \$15,000 extra per year if they achieve results with students and earn an outstanding evaluation that's significantly above average performance. There's no limit to the number of educators in design schools who may earn student achievement growth and evaluation stipends if they meet the criteria.

## Evaluation stipend payouts

To ensure fair and consistent stipend payouts for earning an outstanding evaluation that's significantly above average performance, Jeffco's Assessment and Research Department statistically analyzed the different evaluation rubrics to develop the payout chart. The numbers vary because of the different rubrics, but represent a consistent level of performance.

Rubric Type	Total Items	Total Points	\$2,500	\$5,000	\$7,500
Teacher	20	79	3.51–3.65	3.66–3.80	3.81–3.95
Teacher Librarian	24	92	3.41–3.54	3.55–3.68	3.69–3.83
SERS	20	79	3.51–3.65	3.66–3.80	3.81–3.95
Counselor	15	60	3.55–3.69	3.70–3.85	3.86–4.00
Instructional Coach	15	44	2.64–2.73	2.74–2.83	2.84–2.93
Psychologist and Social Worker	16	64	3.55–3.69	3.70–3.85	3.86–4.00
Master Teacher	11	44	3.55–3.69	3.70–3.85	3.86–4.00
Administrators	25	100	3.40–3.60	3.61–3.80	3.81–4.00

# 2012-13 Additional Pay for educators in pilot schools

In the midst of the growing national discussion about whether pay has an impact on teacher effectiveness and student learning, Jeffco Schools is finding out. All 20 pilot schools get the same new supports for teachers; the only difference is compensation. In half the pilot schools, educators have the potential to earn up to \$15,000 extra per year if they achieve results with students and earn an outstanding evaluation that's significantly above average performance. In all pilot schools, teacher leaders earn \$5,000 to \$15,000 more per year. These are master and mentor teachers who take on leadership roles and work an extended year.

	All Pilot Schools	Design Schools		Control Schools
Staff Position	Extended Work Year Stipend	Student Achievement Growth Stipend	Professional Evaluation Stipend*	Participation Stipend
Licensed staff**	Not applicable	School goal: \$3,750 Team goal: \$3,750	\$2,500-\$7,500	1 percent of base salary
Mentor teachers	\$5,000	School goal: \$3,750 Team goal: \$3,750	\$2,500-\$7,500	1 percent of base salary
Master teachers	\$10,000	School goal: \$3,750 Team goal: \$3,750	\$2,500-\$7,500	1 percent of base salary
Principals and assistant principals	Not applicable	School goal: \$3,750 Team goal: \$3,750	\$2,500-\$7,500	1 percent of base salary

Any bump to starting salaries and additional annual stipends earned during the pilot apply only to the four years of research (2011-12, 2012-13, 2013-14 and 2014-15).

\* See evaluation stipend payout chart for details.

\*\* Starting base salary for licensed staff in all pilot schools is \$40,000 (minus a 3-percent budget reduction applied districtwide). Teachers making more than \$40,000 are on the current salary schedule. Any changes to the pilot school salary structure are subject to negotiations between JCEA and the district.

