



PERFORMANCE PAY ACTION PLAN

Elie Bracy, III; Superintendent

January 2015

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<i>Measurable Objectives (s)</i>	<i>Strategies</i>	<i>Person(s) Responsible</i>	<i>Recipients or Participants</i>	<i>Amount</i>	<i>Desired Outcomes</i>	<i>Evaluation Measures</i>
I. Increase the number of elementary and middle students scoring at Level IV and/or V in reading, mathematics, and science by 10% or more	Provide performance bonuses for: <ul style="list-style-type: none"> Teachers of Grades Pre-K - 2 with their students exceeding expected growth on the math EOG Teachers of Grades 3-5 with their students exceeding expected growth on the math EOG Teachers of EC students with their students exceeding expected growth on the math EOG (or alternative assessment) =or> the state average for EC students 	Chief Academic Officer Finance Officer Principals	Teachers	\$1,000	WES: Exceeds Expected Growth WMS: Exceeds Expected Growth	EOG Test Scores Alternative Assessment Scores

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<p>II. Increase the number of high school students scoring at Level IV and/or Level V in English II, Math I, and Biology by 10% or more</p>	<p>Provide performance bonuses for:</p> <ul style="list-style-type: none"> Teachers of EOC subjects with their students exceeding growth on the EOC per semester 	<p>Chief Academic Officer</p> <p>Finance Officer</p> <p>Principals</p>	Teachers	\$1,000	<p>RVEC: Exceeds Expected Growth</p> <p>WHS: Exceeds Expected Growth</p>	<p>EOC Test Scores</p> <p>Alternative Assessment Scores</p>

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<p>III. Increase the number of elementary, middle, and high school students scoring at or above grade level on NC Final Exams, K-2 Assessments and ASW by 10% or more</p>	<p>Provide performance bonuses for:</p> <ul style="list-style-type: none"> • Teachers of Grades Pre-K with 80% of their class proficient on the Brigance Test • Teachers of Grades K - 2 with 80% of their class proficient on the math and reading K-2 Assessment • Teachers of Grades 3-12 with their students exceeding expected growth on the NC Finals • Teachers of EC students with their students exceeding expected growth on the math and reading on NC Finals (or alternative assessment) =or> the state average for EC students • Teachers of cultural arts/enhancement K-12 students with 80 % of their students proficient on the ASW 	<p>Chief Academic Officer</p> <p>Finance Officer</p> <p>Principals</p>	Teachers	\$1,000	<p>WES: Exceeds Expected Growth</p> <p>WMS: Exceeds Expected Growth</p> <p>RVEC: Exceeds Expected Growth</p> <p>WHS: Exceeds Expected Growth</p>	<p>Brigance Test</p> <p>K-2 Assessments</p> <p>NC Final Assessment Scores</p> <p>ASW Scores</p>

<i>Measurable Objectives (s)</i>	<i>Strategies</i>	<i>Person(s) Responsible</i>	<i>Recipients or Participants</i>	<i>Time Line</i>	<i>Desired Outcomes</i>	<i>Evaluation Measures</i>
III. Increase personnel attendance	Provide performance bonuses for: <ul style="list-style-type: none"> • Teachers, administrators, instructional staff, and support personnel for attendance • \$500 for perfect attendance • \$250 for ≤ 3 days 	Finance Officer Principals	All district employees	\$250 or \$500	WCS: Increased Personnel Attendance	Payroll Records