

## Questions from School Board

1. Do we have a way to determine effectiveness for frozen years and not just give it to everyone?
  - *Over the past few years, teachers who haven't been performing to the highest standards based on teacher evaluations have been remediated or are no longer employed with the district. This is the first official year of the Effectiveness Plan.*
2. What is the plan if someone was effective for say 10 years and added \$5000 to their annual salary, then slipped to ineffective?
  - *Their salary would be frozen. They would also be placed on an improvement plan, as is the case now when a teacher is found to be ineffective.*
3. What is the reason we are giving monetary stipends to Master's and National Board if we are already letting them bank point for future use?
  - *This is a one time stipend*
  - *National Board Certification is not just credits. It is a rigorous project for teachers.*
  - *Not all teachers will earn their Master's Degrees. Some will go for additional licensure, but not for the Master's Degree, so the stipend is additional encouragement to staff to earn the degree, not just take "random" credits.*
4. How do we fund this in a time with the prospect of deeper cuts to our budget?
  - *This was not the focus of the Committee, but the Administrative Team from the committee have some ideas.*
5. Do we also pay for employees tuition with this plan as we have in the past?
  - *No - that money will go towards funding the plan*
6. The enactment of the wage freeze occurred due to the funding cuts of Act 10, what is different today to bring forth such a robust compensation plan?
  - *The goal is to attract and retain quality staff.*
  - *Before you earned a raise for existing, this plan rewards/requires staff for going above and beyond*
7. Was there any discussion on the principals being involved in the tasks the District Administrator has been tasked with?
  - *The purpose of the District Administrator being tasked with pre-approval of points, and approval of points is to ensure fairness and equality for all staff within our district. For example, if one principal approves a certain activity for points, and another does not approve the same activity, there is not equality, and it will cause division within the WASD staff.*
8. After 3 years and you earn your points do you start over for another \$2000 stipend or do you wait until the 6 years is up? In other words, can you keep getting the \$2000 every 3 years if you meet the criteria?
  - *Yes. After each completion of the point requirement you start over. This means that if a teacher works within the district for 43 years (starting at 22 directly after college and works within the district until retirement at 65) they would have the ability to earn the point requirement increase 14 times.*

- *There is a ceiling to this plan. The Board and Administrative team will need to look at what to do with staff who start closer to the top, and reach that “ceiling”. Longevity or veteran points? when you don’t need as many credits - could be addressed in the future.*

9. What was the discussion regarding some areas needing pre-approval, and some not?

- **Licensure renewal under PDP** - *it is expected that staff who are on the PDP plan (see below) are renewing their license every 5 years in order to hold a valid teaching license as required by the district.*
- **Articulated/Dual Credit or AP Course or Distance Learning Course Instructor** - *The district is aware of these classes before they are offered to students.*
- **Ad-Hoc District Wide Committee** - *Teachers are selected for invitation to work on these committees.*
- **Mentors** - *Teachers are selected to be mentors, and every new teacher to the district has a mentor. The district administrator is aware of these positions.*
- **School Strategic Plan Committee Participation** - *These meetings are planned by building administrators.*
- **Supervisor of Non-Stipend Activity** - *limited in number of hours that can be submitted, and often this is spontaneous*
- **Article in a Professional Journal** - *There is a selection process by the journal.*
- **Supervisor of a Student Teacher** - *Building administrators are made aware of, and must approve any student teachers and their supervising teacher.*
- **IEP Participant/ Human Services Team Participant** - *Appointed*
- **PDP Team Participant** - *Appointed and must be trained*
- **Officer of a Professional Organization** - *Officers to professional organizations are elected, therefore it would be difficult to require pre-approval.*
- **Supervising an Extra-Curricular Activity** - *These are positions that the district already is aware of.*

10. Please explain the PDP licensure renewal.

- *Under the law PI-34, teachers are no longer required to earn 6 credits for license renewal every 5 years. All teachers who earned their initial teaching license after 2002 are on this plan for license renewal. The PDP process takes 3-5 years. The first year is a year for teacher reflection. After this year, the teacher creates a goal that is aligned with one or more of Wisconsin’s 10 Teacher Standards. This goal is both student-centered and professional, meaning that the teacher must set a goal stating how he or she will grow as a professional, and how that goal will improve student achievement. After setting the goal, the teacher uses the remainder of the time, working toward that goal. They are constantly collecting data and artifacts to show that they are working toward their goal and showing how it is helping students. They complete an annual reflection each year. At the end of their goal period (3-5 years) they must submit the artifacts that show completion of their goal to a trained PDP team. This team consists of one peer (someone with similar licensure), one administrator, and one officer of higher education. The team reviews the artifacts and determines whether or not the teacher has successfully met their goal. Once the team reviews and approves the teachers goal, he or she submits it to DPI in order to receive licensure renewal.*

11. If completion of the point system is a requirement (as Tom stated at the presentation) by the sixth year; what are the consequences on non-compliance?
- *Salary would be frozen and teacher will be placed on an improvement plan. After earning the required points and meeting the expectations of the improvement plan, they will be eligible for the bump.*
12. If coaches are already paid for their services is it equitable that they receive points when other activities in this category are volunteer positions?
- *The coaching points are found within the elective category. Points are not required in this category. The committee felt that advisors and coaches make a big time commitment to their students and players. We feel that having a district where students want to be a part of organizations and athletics is important for building well-rounded students who are ready for college/career. The committee also recognizes that many of the points in other categories are earned most often directly after school. For example, teacher offered professional development usually takes place from 3:45-4:45 while advisors and coaches are working with their students and players.*
13. What is the dollar amount of the “increase” associated with the “accumulation of points dependent on completion of requirements “ statement?
- *The increase associated with the accumulation of points dependent on completion of requirements (the bump) is 4 steps. This is a \$2000 total addition to the teacher’s salary.*
14. What is the effect on staff, upon their return, that had left the district using this compensation plan?
- *The teacher starts over with 0 points.*
15. How many times in succession will one person be able to complete the points accumulation for an increase in their career with WASD?
- *Yes. After each completion of the point requirement you start over. This means that if a teacher works within the district for 43 years (starting at 22 directly after college and works within the district until retirement at 65) they would have the ability to earn the point requirement increase 14 times.*
  - *There is a ceiling to this plan. The Board and Administrative team will need to look at what to do with staff who start closer to the top, and reach that “ceiling”. Longevity or veteran points? when you don’t need as many credits - could be addressed in the future.*
16. I am very much in favor of performance based compensation as opposed to past practice of simply awarding more money based on a “passage of time “ ( 1 year, 2 years, etc )..I have also seen employees work real hard to re-class for higher comp, but then slip back on performance once there...is there anything built in to guard against this, or is this simply the administrators work with the employee’s professional development to track and address issues ? Can points ever be lost ?
- *If a teacher is found to be ineffective their salary will be frozen and they will be placed on an improvement plan. They do not lose points.*
17. Have we looked into future projected costs of this plan, how to ensure funding , and how do we make sure we don’t handcuff future school boards and superintendents if state funding and other funding resources get tighter?
- *We cannot predict the future. We feel we have developed a plan for the current situation. The plan should be reviewed annually for effectiveness.*