

**Group Performance-Based Pay Program
Casa Grande Elementary School District**

There will be two Group Performance goals for both schools and departments. Employees will be eligible for a 2.625% bonus, up to a maximum of \$1,312.50, provided they are employed prior to February 1.

S C H O O L S	<p>Goal 1: Schools will ensure that expected student growth in English Language Arts and Mathematics is maintained or exceeded. The bonus provided would be 1.875% of contract pay, up to a maximum of \$937.50. Using current year ATI ELA and Math Pre-Post Test data, each school would be required to ensure that 80% of the tested grades and subjects maintain or exceed expected growth.</p> <ul style="list-style-type: none"> • K- 5 Schools: At least 9 of 11 grade level and subject comparisons must be at the “Maintained” or “Exceeded” level. • Middle Schools: At least 5 of 6 grade level and subject comparisons must be at the “Maintained” or “Exceeded” level. • Ironwood: At least 11 of the 13 grade level and subject comparisons must be at the “Maintained” or “Exceeded” level. <p>A partial bonus will be available to schools not meeting the standard defined above. The partial bonus will be determined by calculating the percentage of actual growth points vs. expected growth points earned in the above areas. For example, if a middle school fails to ensure that at least 5 of 6 grade level and subject comparisons are at the “Maintained” or “Exceeded” level, then the following calculation will be made:</p> $\frac{\text{Total Actual growth in ELA and Math}}{\text{Total Expected growth in ELA and Math}} = \text{X\% of available bonus}$	Goal 2:	<p>Employees at each school that receive favorable ratings of 80% or above on the parent survey (combining the “A” and “B” ratings on the final question of the survey) will be paid 0.75% of contract pay, up to a maximum of \$375.</p>
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D E P T S.	<p>Goal 1: Eligibility for bonus pay in this goal based on a District-wide comparison of actual to expected growth on the ATI ELA and Math Pre-Post Tests. Using current year ATI ELA and Math Pre-Post Test data, the District would be required to ensure that 80% of the tested grades and subjects (or 14 of 17 comparisons) maintain or exceed expected growth. The bonus provided would be 1.875% of contract pay, up to a maximum of \$937.50, and would be determined as described above. A partial bonus would be available if the above standard is not met. The partial bonus will be determined by calculating the percentage of actual growth points vs. expected growth points earned in the above areas.</p>	Goal 2:	<p>Employees in each department that receive favorable ratings on the Quality Service Survey (combining the “Excellent,” “Very Good,” and “Good” ratings for the department’s overall performance) will be paid 0.75% of contract pay, up to a maximum of \$375. If the favorable ratings for the department represent at least 90% of all ratings, the department’s employees will receive the full bonus.</p>
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Notes: Bonus pay for department employees is tied to ATI ELA and Math Pre-Post Test results. Employees in the various departments perform vital and diverse support functions. Quantifying improvements in such diverse functions for the purpose of awarding bonus pay would not be practical. Moreover, the fact is that schools exist to educate students. When department employees perform their jobs to the best of their abilities, this helps to contribute to a positive learning environment for students throughout the District.

Should extenuating circumstances (such as frequent staff turnover during the year in a tested grade, or an inability to employ qualified personnel) affect a school’s ability to achieve expected growth in a grade and subject, the Superintendent may elect to exclude a grade and subject from consideration, or to employ an alternate method for objectively calculating actual vs. expected growth.

A comprehensive summary is available from the Superintendent’s office.