 **SAULT TEACHER MERIT PAY PLAN**

**2014-2015 School Year**

At their Regular Meeting in October 2011, the Sault Area Schools Board of Education established a district merit pay plan that incorporates several professional standards they believe have an impact on student achievement. The Sault Area Schools merit pay plan is based on a point system for each of these standards. For the 2014-2015 school year, the amount designated to the entire Teacher Merit Pay is $25,000 (this payment is not part of the salary schedule). At the end of each school year, the $25,000 will be divided by total number of points earned by all teachers in the bargaining unit during the year to establish the dollar value for each point earned. The per-point dollar value will then be multiplied by the number of points each teacher earned to arrive at their merit pay for the year.

**Corrective Action Individual Development Plan (IDP)**

Teachers are not eligible for merit pay if placed on an IDP to correct behavior or instructional deficiencies at any time during the year.

**Teacher Attendance.**

The Board of Education established that employee attendance impacts student achievement. To that end, the Board has included merit points for employee attendance to create an atmosphere and culture where perfect attendance (employee is not absent any work days) or outstanding attendance (employee is absent only up to 3 contractual personal days) is the norm. Absences for personal business, Professional Development, jury duty and coaching are not counted for this section. Half days on the total will be rounded down.

|  |  |
| --- | --- |
| **Days Absent** | **Points** |
| 0 | 50 |
| 1 | 45 |
| 2 | 40 |
| 3 | 35 |
| 4 | 30 |
| 5 | 25 |
| 6 | 20 |
| 7 | 15 |
| 8 | 0 |

**District Provided Professional Development Days (PD)**

The Board established that on-going professional development of teachers impacts student achievement. To that end, the Board has included merit points for teachers attending district provided professional development. Half days on the total will be rounded up.

|  |  |
| --- | --- |
| **Absent from PD** | **Points** |
| 0 | 50 |
| 1 | 25 |
| 2+ | 0 |
| \*Death in family (as defined by the SEA Master Agreement) will be waived. |

**Self-Directed Professional Development**

The Board has further established that self-directed professional development of teachers is highly valued and impacts student achievement. To that end, the board has included merit points for teachers participating in professional development activities ***on their own time, and substantially at their own expense***. Points will be earned June 1, 2014 through May 31, 2015. Courses must be completed before May 31, 2015 so that merit pay can be distributed at our Annual End of the Year Celebration.

|  |  |
| --- | --- |
| **Points per college credit earned** | **Maximum points** |
| 25 | 250 |

|  |  |
| --- | --- |
| **Points per day of PD** | **Maximum points** |
| 5 | 100 |

Documentation must be provided. The maximum possible points in this section is 250 in any combination of self-directed professional development **outside the normal paid school day**.

Professional development conferences and professional development activities/training not for college credit are earned in increments of 7 hours per day (this is our contractual work day).

Where SCECHs are available = 6 SCECHs = 1 Day for this section.

**Do not include** any Professional Development SCECHs earned during the regular contractual school day. This is for Professional Development that you complete on your own time. ***If you attend a PD session at the ISD on a school day, that does not count here.***

**Teacher Performance Evaluation**

The Board established that the teacher performance evaluation is a tool that impacts student achievement. To that end, the Board has included merit points for teachers based on their annual performance evaluations.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Domain (points/rating)** | **Ineffective** | **Minimally Effective** | **Effective** | **Highly** **Effective** |
| 1: Evidence of Professional Growth | 0 | 0 | 60 | 125 |
| 2: Formal Observation | 0 | 0 | 60 | 125 |
| 3: Data | 0 | 0 | 60 | 125 |
| 4: Professional Contributions | 0 | 0 | 60 | 125 |
| **Total Maximum Points/yr** | 0 | 0 | 240 | 500 |

**Parent-Teacher Communications**

The Board established that involving parents in the education of their children impacts student achievement. To that end, the Board has included merit points for teachers who document meeting with parents or two-way communication with parents representing certain% or more of their student’s during each semester.

|  |  |  |
| --- | --- | --- |
| **2-way Communication** | **Points per Semester** | **Points This Year** |
| 90-100% | 75 | 150 |
| 80-89% | 40 | 80 |
| 70-79% | 20 | 40 |

**Going Above and Beyond (Unpaid and outside the normal school day)**

The Board established that educators who go above and beyond their typical classroom instructional responsibilities impact student achievement. To that end, the Board has included merit points for teachers who document leading or attending various meetings outside the school day that help inform and guide the operations and instruction of the school and/or district. Examples include department meetings, school improvement meetings, district school improvement meetings, PLC’s, service leadership (unpaid positions of responsibility), weekly office hours outside the school day, event volunteer, volunteer coordinator of events. Publication points are for being published in a non-Sault Schools publication. Classroom newsletters do not count here.

***To be eligible for merit points under this section, employees must attend a minimum of 75% of meetings to be eligible for points. While many committees meet more often, a minimum of eight meetings per year should be scheduled by the various committees***.

|  |  |
| --- | --- |
| **Above and Beyond (unpaid)** | **Maximum points** |
| *Must have at least 8 meetings and attend 75% of the meetings* |
| Committee Chair | 75/Year/Committee |
| Active Committee Member | 10/Year/Committee |
| Service Leadership | 25/Year/Position |
| Student Group Advisor | 25/Year/Group  |
|  |  |
| *Unpaid Events worked* |
| Event Volunteer | 5/Per Event |
| Event Coordinator | 5/ Per Event |
| Misc. Activities | 2/Per Event |
| Presentations | 5/Per Conference or Event |
| Publications | 5/Each |
| Education Innovation | 5/Each |
|  | Category maximum is 250 points/year |

**Student Activities (Paid)**

The Board established that educators who go above and beyond their typical classroom instructional

responsibilities impact student achievement. To that end, the Board has included merit points for teachers who work with our students in paid positions. Our staff usually are not doing these activities for the money as much as they are due to their dedication to our students and as such some points are awarded here.

|  |  |
| --- | --- |
| **Paid Position/Activities** | **Maximum Points** |
| Coach/Assistant Coach | 5/Year/Sport |
| Student Group Advisor | 5/Year/Group |
| Events Supervisor (Full Season) | 5/Year/Sport |
| Mentor Teacher | 5/Year/Mentee |
| Homework Lab Supervisor | 5/Year |
| Active Committee Member | 5/Year/Committee |
|  | Category maximum is 50 points/yr |

**Student Performance on Assessments**

The Board established that educators themselves have an impact on student achievement. To that end, the Board has included merit points for teachers individually based on the academic achievement of their students. For 2014-2015 the student growth data from the teacher evaluation will be used. Student Achievement will be based on the Data Sets in the individual teacher’s evaluation.

|  |  |  |
| --- | --- | --- |
| **Student Achievement** | **%** | **Maximum points = 1,500** |
| Met or exceeded target growth rate of 1.0 years for ALL | 100% | 1,500 points |
| Within target growth rate of .8-1.0 years for all Students | 60% | 900 points |
| Some Students with a growth below .8 years | 0 | 0 points |

In all cases, merit points for employees with split assignments will be prorated based on the FTE allocations of their assignment during the year.

**K-12 Core Content, Core Intervention, Core Blended Enrichment Teachers**

Students will be assessed with various assessments at the beginning of the year, mid-year and at the end of the year for elementary students. Middle school and high school students will be assessed at the beginning of the year and at the end of each semester. Teachers will be awarded merit points based on classroom cohort meeting target growth rates outlined above.

**Special Education Teachers in grades K-12**

Teachers will qualify for merit points based on student academic achievement on the assessment measures used in their evaluation, prorated, based on the number of total grade levels or departments they serviced.

**Non-Core Assessment Area Teachers including Physical Education, Health, Industrial/Fine Arts, Counselors, Speech, CTE, etc.**

In the absence of measurable assessment measures, teachers will qualify for merit points based on students meeting target growth rate in School Improvement Team goal, prorated for the departments/grade levels the teacher services.

|  |  |  |
| --- | --- | --- |
| **Merit Point** | **Maximum** | **% of Total Merit Points** |
| Attendance | 50 | 2% |
| 5 Days of Professional Development | 50 | 2% |
| Self Directed Professional Development | 250 | 9% |
| Performance Evaluation | 500 | 18% |
| Parent Teacher Communications | 150 | 5% |
| Going Above and Beyond (unpaid) | 250 | 9% |
| Paid Student Activities | 50 | 2% |
| Student Performance on Assessments | 1,500 | 53% |
|  | **2,800** | **100%** |

**An oral reprimand placed in a teacher’s personnel file during the year will result in -100 points**

**A written reprimand placed in a teacher’s personnel file during the year will result in -200 points**

**Sault Area Schools**

 **Teacher Self-Directed Professional Development Form**

**2014-2015 School Year**

Please report all self-directed professional development in which you participated from May 1, 2014 through April 30, 2015, including classes you may have taken.

Self-directed professional development is defined as any conference, or training in which a teacher participated that the district did not reimburse the teacher for any expense associated with the professional development, nor did the district pay for a substitute.

Teachers receive 25 points per credit for each qualifying college class they take (approved per the SEA Master Agreement), up to a maximum of 250 points. Teachers receive 5 points per day (one day is equal to 7 hours) for all other self-directed professional development, up to a maximum of 100 points. The maximum number of points that can be earned for self-directed professional development in anyone year is 250 points.

**Teacher's Name** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**College Courses Taken (official transcript of grade must be attached):**

1. Name of Course \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Credit Hours \_\_\_\_\_\_\_\_\_\_ University \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Name of Course \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Credit Hours \_\_\_\_\_\_\_\_\_\_ University \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Name of Course \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Credit Hours \_\_\_\_\_\_\_\_\_\_ University \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Name of Course \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Credit Hours \_\_\_\_\_\_\_\_\_\_ University \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Name of Course \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Credit Hours \_\_\_\_\_\_\_\_\_\_ University \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Self-Directed Professional Development (proper documentation must be attached):**

1. Name of Program/Training \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date(s) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Hours\_\_\_\_\_\_\_\_ CEU’s \_\_\_\_\_\_\_\_ SCECHs \_\_\_\_

1. Name of Program/Training \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date(s) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Hours\_\_\_\_\_\_\_\_ CEU’s \_\_\_\_\_\_\_\_ SCECHs \_\_\_\_

1. Name of Program/Training \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date(s) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Hours\_\_\_\_\_\_\_\_ CEU’s \_\_\_\_\_\_\_\_ SCECHs \_\_\_\_

4. Name of Program/Training \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date(s) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Hours\_\_\_\_\_\_\_\_ CEU’s \_\_\_\_\_\_\_\_ SCECHs \_\_\_\_

5. Name of Program/Training \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date(s) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Hours\_\_\_\_\_\_\_\_ CEU’s \_\_\_\_\_\_\_\_ SCECHs \_\_\_\_

|  |
| --- |
| **2014-2015 School Year** **Above and Beyond for Merit Pay (UNPAID)** |
| Staff will receive a maximum of 250 points per year for Above and Beyond. Please identify and document points earned for each category – name committee, event, position, dates, sign-in sheet for meetings, etc.**Points will not be issued if documentation is not provided** |
| **Category** | **Points Earned** |
| **Committee Chair-** maximum of 75 points per year/committee |  |
| List Committee |  |
|  |  |
|  |  |
| **Active Committee Member** – maximum of 10 points per year/committee |  |
| List Committee |  |
|  |  |
|  |  |
| **Service Leadership/Coaching/Student Group Advisor** – 25 points per year/position |  |
| List Position |  |
|  |  |
|  |  |
| **Event Volunteer –** 5 points per event |  |
| List Event(s) |  |
|  |  |
|  |  |
| **Event Supervisor/Coordinator** – 5 points per event  |  |
| List Event(s) |  |
|  |  |
|  |  |
| **Miscellaneous Activities** – 2 points per activity |  |
| List Activities |  |
|  |  |
|  |  |
| **Presentations** – 5 points per conference of event **(Does not include Master Teacher Presentation)** |  |
| List Presentations |  |
|  |  |
|  |  |
| **Publications** – 5 points for each article/document published |  |
| Specify |  |
|  |  |
|  |  |
| **Education Innovation** – 5 points each |  |
| Specify |  |
|  |  |
|  |  |
| Total Points Earned for Above and Beyond (cannot exceed 250)All items listed here must be ***unpaid.*** |  |

|  |
| --- |
| **2014-2015 School Year** **PAID Activities for Merit Pay** |
| Staff will receive a maximum of 50 points per year for Paid Activities. Please identify and document points earned for each category – name committee, event, position, dates, sign-in sheet for meetings, etc.**Points will not be issued if documentation is not provided** |
| **Category** | **Points Earned** |
| **Coach/Assistant Coach-** 5 points per year/sport |  |
| List Sports |  |
|  |  |
|  |  |
| **Advisor-**  5 points per year/group |  |
| List Position |  |
|  |  |
|  |  |
| **Events Supervisor–** 2 points per year/event |  |
| List Event(s) |  |
|  |  |
|  |  |
|  **Mentor Teacher – 5 points per year / mentee** |  |
|  List Mentee(s) |  |
|  |  |
|  |  |
|  **Homework Lab Supervisor – 5 points per year** |  |
|  List Building |  |
|  |  |
|  |  |
|  **Active Committee Member - Paid**  |  |
|   |  |
|  |  |
|  |  |
|  |  |
|   |  |
|  |  |
|  |  |
| Total Points Earned for Paid Activities (cannot exceed 50)All items listed here must be ***paid.*** |  |

**Sault Area Public Schools**

**Merit Pay Request Form 2014-15
Principal Verification Form**

**To be considered for Merit pay this form & attachments must be filed with the Personnel Office by May 22**

**Teacher \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Building \_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Grade Level \_\_\_\_\_\_\_\_\_\_\_\_\_ Content Area(s) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Attached Documentation:** (attach only those forms which you need)

**\_\_\_ Teacher Self Directed Professional Development Form**

**\_\_\_ Above & Beyond Unpaid Form**

**\_\_\_ Paid Activities Form**

**\_\_\_ Summary Page of Teacher Evaluation (1 Page)**

**Parent – Teacher Communications**

**1st Semester \_\_\_\_\_% 2nd Semester \_\_\_\_\_% \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Your Principal must sign verifying these Percentages principal signature

**Principal Completion:**

Teacher Evaluation Performance Summary:

 Professional Growth \_\_\_(0-18) Not/Min Effective \_\_\_(19-23) Effective \_\_\_ (24-25) Highly Effective

 Formal Observation \_\_\_ (0-18)Not/Min Effective \_\_\_(19-23) Effective \_\_\_ (24-25) Highly Effective

 Data Components \_\_\_ 0-29) Not/Min Effective \_\_\_(30-38) Effective \_\_\_ (39-40) Highly Effective

 Professional Contributions \_\_\_ (0-7) Not/Min Effective \_\_\_ (8-9) Effective \_\_\_ (10) Highly Effective

Student performance on Assessments: (see page 4 for more details)
In all cases, merit points for employees with split assignments will be prorated based on the FTE allocations of their assignment during the year.

 % of Students who met or exceeded target growth rate of 1.0 years \_\_\_\_\_\_\_ %

 % of students who had a growth rate of 0.8 - .999 years \_\_\_\_\_\_\_ %

 % of students who had a growth rate below 0.8 years \_\_\_\_\_\_\_ %

 Total 100 %

 **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Your Principal must sign verifying these ratings Principal’s Signature

 **SAULT TEACHER MERIT PAY PLAN**

**2014-2015 School Year SUMMARY**

**Teacher**

**Building**

**Teacher Attendance.**

Absences for personal business, Professional Development, jury duty and coaching are not counted for this section. Half days on the total will be rounded down.

|  |  |  |  |
| --- | --- | --- | --- |
| **Days Absent** | **Points** | **Days Absent** | **Points** |
| 0 | 50 | 5 | 25 |
| 1 | 45 | 6 | 20 |
| 2 | 40 | 7 | 15 |
| 3 | 35 | 8 | 0 |
| 4 | 30 |  |  |

**\_\_\_\_\_**

**District Provided Professional Development Days (PD)**  Half days on the total will be rounded down.

|  |  |  |  |
| --- | --- | --- | --- |
| **Absent from PD** | **Points** | Aug 27/28 |  |
| 0 | 50 | Nov 4 |  |
| 1 | 25 | Jan 16 |  |
| 2+ | 0 | Feb 13 |  |
| \*Death in family (as defined by the SEA Master Agreement) will be waived. |  |  |

**\_\_\_\_\_**

**Self-Directed Professional Development (max 250 points)**

Merit points for teachers participating in professional development ***activities on their own time***, and substantially at their own expense. Points will be earned ***June 1, 2014 through May 31, 2015***. Courses must be completed before May 31, 2015 ***For PD NOT during the regular school day.***

|  |  |
| --- | --- |
| **Points per college credit earned** | **Maximum points** |
| 25 | 250 |

**\_\_\_\_\_**

|  |  |
| --- | --- |
| **Points per day of PD (6 hrs or** 6 SCECH) | **Maximum points** |
| 5 | 100 |

Do not include any Professional Development or SBCEU’s earned during the regular contractual school day. **\_\_\_\_\_**

 This is for Professional Development that ***you complete on your own time.***

**Teacher Performance Evaluation**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Domain (points/rating)** | **Ineffective** | **Minimally Effective** | **Effective** | **Highly** **Effective** |
| 1: Evidence of Professional Growth | 0 | 0 | 60 | 125 |
| 2: Formal Observation | 0 | 0 | 60 | 125 |
| 3: Data | 0 | 0 | 60 | 125 |
| 4: Professional Contributions | 0 | 0 | 60 | 125 |
| **Total Maximum Points/yr** | 0 | 0 | 240 | 500 |

**\_\_\_\_\_**

**Parent-Teacher Communications**

|  |  |  |
| --- | --- | --- |
| **2-way Communication** | **Points/Ea Semester** | **Points This Year** |
| 90-100% | 75 | 150 |
| 80-89% | 40 | 80 |
| 70-79% | 20 | 40 |

**\_\_\_\_\_**

**Going Above and Beyond (Unpaid)**

Merit points for teachers who document leading or attending various meetings outside the school day that help inform and guide the operations and instruction of the school and/or district. Examples include department meetings, school improvement meetings, district school improvement meetings, PLC’s, service leadership (unpaid positions of responsibility), weekly office hours outside the school day, event volunteer, volunteer coordinator of events.

To be eligible for merit points under this section, employees must attend a minimum of 75% of meetings to be eligible for points. While many committees meet more often, a minimum of eight meetings per year should be scheduled by the various committees.

|  |  |
| --- | --- |
| **Above and Beyond (unpaid)** | **Maximum points** |
| Committee Chair | 75/Year/Committee |
| Active Committee Chair | 10/Year/Committee |
| Service Leadership | 25/Year/Position |
| Student Group Advisor | 25/Year/Group |
| Event Volunteer | 5/Per Event |
| Event Coordinator | 5/Per Event |
| Miscellaneous Activities | 2/Per Event |
| Presentations | 5/Per Conference or Event |
| Publications | 5/Each |
| Education Innovation | 5/Each |
|  | Category maximum is 250 points/yr |

**\_\_\_\_\_**

**Student Activities (Paid)**

Merit points for teachers who ***work with our students in paid positions***.

|  |  |
| --- | --- |
| **Paid Position/Activities** | **Maximum Points** |
| Coach/Assistant coach | 5/Year/Sport |
| Advisor | 5/Year/Group |
| Events Supervisor (Full Season) | 5/Year/Sport |
| Mentor Teacher | 5/Year/Mentee |
| Homework Lab Supervisor | 5/Year |
| Active Member (CRT) | 5/Year/Committee |
|  | Category maximum is 50 points/yr |

 **\_\_\_\_\_**

**Student Performance on Assessments**

For 2014-2015 the student growth data from the teacher evaluation will be used. Student Achievement will be based on the Data Sets in the individual teacher’s evaluation. Use Effective rating on Data if nothing is listed in terms of a % Effective = 900 points & Highly Effective = 1500 points

|  |  |  |
| --- | --- | --- |
| **Student Achievement** | **%** | **Maximum points = 1,500** |
| Met or exceeded target growth rate of 1.0 years | 100% | 1,500 points |
| Within target growth rate .8-1.0 years | 60% | 900 points |

**\_\_\_\_\_**

|  |  |  |
| --- | --- | --- |
| **Merit Point** | **Maximum** | **% of Total Merit Points** |
| Attendance | 50 | 2% |
| 5 Days of Professional Development | 50 | 2% |
| Self-Directed Professional Development | 250 | 9% |
| Performance Evaluation | 500 | 18% |
| Parent Teacher Communications | 150 | 5% |
| Going Above and Beyond (unpaid) | 250 | 9% |
| Paid Student Activities | 50 | 2% |
| Student Performance on Assessments | 1,500 | 53% |
|  | **2,800** | **100%** |

**\_\_\_\_\_\_\_**