

Berean Academy
PROPOSITION 301 PERFORMANCE PAY

The state of Arizona provides money through legislation to monetarily recognize teachers for their performance. The terms of the pay are at the discretion of the school. Schools are not obligated to disperse the entire fund on an annual basis, but it must remain in the fund for the following year. The following rubric will be used to determine eligibility at the end of the current school year. Based on the expectation of compliance with the Non-Negotiables, each Mentor begins with 100 points each semester. Failure to perform these duties results in the reductions below:

Non-Negotiable	Point Value	Winter	Spring
1. Did the mentor complete his/her contract?	Up to 4 points total		
2. Did the teacher exhibit professional behavior and teamwork?	Up to 10 points total		
3. Were lesson plans emailed every Monday by 8 AM?	Up to 10 points total		
4. Were grades uploaded at the end of each week?	Up to 10 points total		
5. Were there summative assessments for every state standard taught?	Up to 10 points total		
6. Did the mentor attend all PLC meetings, trainings?	Up to 4 points total		
7. Did the mentor use Love and Logic?	Up to 4 points total		
8. Did the mentor maintain NO DOWN TIME?	Up to 4 points total		
9. Did the mentor communicate politely and clearly with parents?	Up to 4 points total		
10. Was there evidence of increased academic performance for 70% of the students in the classroom from benchmark to benchmark?	Up to 30 points total		
TOTAL		/100	/100

Total points		
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Evaluation		
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Teacher signature _____ Teacher signature _____

- 90-100 points = 100% of share
- 80-89 points = 75% of share
- 70-79 points = 50% of share
- 69% or less = 0% of share