



Structure: Pay for Performance (P4P)

RATIONALE:

GOAL Academy is held to a high standard by the district and state for academic achievement, growth, and operational compliance. It is understood the attainment of a PERFORMANCE ranking requires the collective effort of *all* staff. The performance pay structure encompasses all domains of GOAL and is tied to measurable gains in student learning, engagement, and organizational compliance. Additionally, it is directly aligned to state and district accountability measures thereby providing a tool to demonstrate progress toward realizing the mission.

PAY FOR PERFORMANCE METRICS:

Pay for Performance will be awarded on a tiered basis through the attainment of “Meets” or “Performance” for each of the following categories. The amount per Tier will be determined on an annual basis based upon the budget.

1. **SPF:** Performance ranking on the (SPF) Colorado State Performance Framework
2. **APR:** Performance ranking on the (APR) D49 Annual Performance Review
3. **Enrollment:** Annual Target per budgeted count Met or Exceeded for Student Enrollment

TWO YEAR PLAN:

School YR	SPF	APR	ENROLLMENT
2016 – 2017	<i>Performance</i> Statewide ~ \$750	<i>Did not Meet</i> Statewide ~ 0	<i>Target Met</i> Statewide ~ \$500
2017 – 2018	<i>Improvement: Did not Meet</i> Regional ~ 0	<i>In Good Standing/Met</i> Regional ~ \$750	<i>Target Met</i> Regional ~ \$500

2017 – 2018: Pay for Performance to be awarded in June 2018 for attaining the Annual Performance Review ranking of “In Good Standing” with D49 (\$750) and meeting the statewide Enrollment target (\$500) for a total of \$1,250 for all employees.

2016 – 2017: Pay for Performance was awarded in June 2017 for attaining the Statewide SPF Ranking of Performance (\$750) and meeting the statewide ENROLLMENT (\$500) target.

The Pay for Performance amount is not guaranteed. The amount will be determined annually based upon an analysis of the budget and performance data.

Exclusion: All employees hired after May 1, 2018 will not receive the Pay for Performance payment.