



## 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 Met or Exceeded for Student Enrollment

School YR	SPF	APR	ENROLLMENT/RETENTION
2016 – 2017	<i>Performance: Met</i> \$750	<i>Did not Meet</i> 0	<i>Target: Met</i> \$500
2017 – 2018	<i>Improvement: Did not Meet</i> 0	<i>In Good Standing: Met</i> \$750	<i>Target: Met</i> \$500
2018 – 2019	<i>Improvement: Did not Meet</i> 0	<i>In Good Standing: Met</i> \$750	<i>Target: Met</i> \$500
2019 – 2020	<i>Performance: Met</i> \$750	<i>In Good Standing: Met</i> \$750	<i>Target: Met</i> \$500
2020 - 2021	<i>Performance: Met</i> \$750	<i>In Good Standing: Met</i> \$750	<i>Target: Did not meet</i> \$0
2021 - 2022	<i>Performance: Met</i> \$750	<i>In Good Standing: Met</i> \$750	<i>Target: Did not meet</i> \$0
2022 - 2023	<i>Performance: Met</i> \$750	<i>In Good Standing: Met</i> \$750	<i>Target: Met</i> \$500
2023 - 2024	<i>Performance: Did not Meet</i> \$0	<i>In Good Standing: Met</i> \$750	<i>Target: Met</i> \$500

**2023 – 2024:** Pay for Performance to be awarded in May 2024 for at attaining D49’s Annual Performance Review ranking of “In Good Standing” (\$750) and meeting the statewide annual Enrollment/Retention target (\$500), for a total of \$1,250 for all employees hired before April 1, 2024.

**2022 – 2023:** Pay for Performance to be awarded in May 2023 for attaining the SPF Ranking of Performance (\$750) and D49’s Annual Performance Review ranking of “In Good Standing” (\$750) and meeting the statewide annual Enrollment/Retention target (\$500), for a total of \$2,000 for all employees hired before April 1, 2023.

**2021 – 2022:** Pay for Performance to be awarded in May 2022 for attaining the SPF Ranking of Performance (\$750) and D49’s Annual Performance Review ranking of “In Good Standing” (\$750) for a total of \$1,500 for all employees hired before April 1, 2022.

**2020 - 2021:** Pay for Performance to be awarded in June 2021 for attaining the SPF Ranking of Performance (\$750) and D49’s Annual Performance Review ranking of “In Good Standing” (\$750) for a total of \$1,500 for all employees hired before May 1, 2021.

**2019 - 2020:** Pay for Performance to be awarded in June 2020 for attaining the SPF Ranking of Performance (\$750) and D49’s Annual Performance Review ranking of “In Good Standing” (\$750) and meeting the statewide annual Enrollment/Retention target (\$500) for a total amount of \$2,000 for all employees.

**2018 - 2019:** Pay for Performance to be awarded in June 2019 for attaining D49’s Annual Performance Review ranking of “In Good Standing” (\$750) and meeting the statewide annual Enrollment/Retention target (\$500) for a total amount of \$1,250 for all employees.

**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/Retention target (\$500) for a total of \$1,250 for all employees.

**2016 – 2017:** Pay for Performance to be awarded in June 2017 for attaining the Statewide SPF Ranking of Performance (\$750) and meeting the statewide Enrollment/Retention (\$500) target.

**The Pay for Performance amount is not guaranteed in a given year. The amount will be determined annually based upon an analysis of the budget, performance data and available current year fund balance.**

Exclusion: All employees hired after April 1, 2024 will not receive the Pay for Performance payment.