



*The Pathway to the Promise.™*

A large yellow five-pointed star is positioned at the top right, with a thick yellow swoosh line that starts from the bottom left, curves upwards and to the right, passing behind the word "EXCELLENCE", and ending under the star.

# EXCELLENCE

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# F O R A L L

## Reasons for Focusing on Principals

Belief that leadership is the foundation of systems changes within school

- Effective accountability systems focus on improvement of practice and performance
  - Principals in best position to ensure school accountability and to facilitate practice changes and performance improvements within a school building



## Reasons for Moving to Performance-based Pay

- Ensures alignment with the District's EFA Goals
- Eliminates standard seniority based pay systems
- Reinforces system of accountability
  - More alignment of evaluation and compensation with student achievement outcomes

## BONUS STRUCTURE

### Achievement Bonus:

- Based on demonstrating growth in student achievement
- One time payment up to \$10,000

### Performance Increment

- Max. increment of up to \$2,000
- Becomes part of the base pay

Max. Eligible payout: \$12,000

# PERFORMANCE OUTCOMES

- Performance rating is determined based on collection of evidence in each of the 27 components
  - Rubric based on ISSLC Standards
  - Principals receive a rating of rudimentary, emerging, proficient or accomplished

## EVIDENCE COLLECTION

### Assistant Superintendents

- 60% of time spent in the schools observing practices and collecting evidence

### Principals

- Collect evidence for both themselves and their Assistant Principals

## IMPACT OF RATINGS

- Salary increases
- Assessment of continued placement in a principal position
  - Demotion
  - Resignation
  - Retirement
- Assessment of needs for additional support

## Revisions and Their Impact

- Refinement of the rubric
  - Reduced number of focused components
- Principals will now be able to focus the efforts on those areas which have been found to be most closely linked to student achievement
- The district will now be able to more clearly identify our most effective principals

# RESOURCES

- **PULSE Website**  
<http://www.pps.k12.pa.us>
- **PPIP Staff**
  - 412/622-7318 or  
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