

Philosophy, Goals, Objectives and Comprehensive Plans

AWARDS FOR SCHOOL PERFORMANCE

The Governing Board recognizes that monetary and nonmonetary incentives have a meaningful place in an accountability system designed to encourage student achievement. The Board believes that state rewards should recognize both outstanding performance and significant progress or growth toward performance goals.

(cf. 0000 - Vision)

(cf. 0200 - Goals for the School District)

(cf. 0500 - Accountability)

(cf. 0510 - School Accountability Report Card)

(cf. 0520 - Intervention for Underperforming Schools)

(cf. 1150 - Commendations and Awards)

(cf. 4156.2 - Awards and Recognition)

(cf. 5126 - Awards for Achievement)

(cf. 6011 - Academic Standards)

District schools are encouraged to develop and implement plans to meet or exceed growth targets established for state school performance awards. To ensure eligibility for the state's awards programs, the Superintendent or designee shall encourage student participation in state assessment programs and promote ethical administration of such assessments by staff. The Superintendent or designee also shall develop methods to accurately report school enrollment data, student ethnicity and socioeconomic level, participation levels in state assessments, and numbers of students who are granted waivers based on parent request or the provisions of their Individualized Education Program.

(cf. 0400 - Comprehensive Plans)

(cf. 3553 - Free and Reduced Price Meals)

(cf. 6159 - Individualized Education Program)

(cf. 6162.5 - Student Assessment)

(cf. 6162.54 - Test Integrity/Test Preparation)

(cf. 6174 - Education for English Language Learners)

The Superintendent or designee shall ensure that all award funds are distributed to eligible schools in accordance with law.

Legal Reference: (see next page)

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AWARDS FOR SCHOOL PERFORMANCE (continued)

Legal Reference:

EDUCATION CODE

33126 School accountability report card

44015 Awards to employees and students

44650-44654 Certificated staff performance awards

52050-52058 Public Schools Accountability Act, especially:

52057 Governor's Performance Award Program

54761 Categorical programs

60640-60647 Standardized Testing and Reporting Program

64000 Categorical programs

CODE OF REGULATIONS, TITLE 5

1031-1039 State performance awards programs

Management Resources:

WEB SITES

CDE: <http://www.cde.ca.gov>

SBE: <http://www.cde.ca.gov/board>

CSBA: <http://www.csba.org>

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Governor's Performance Awards

Any district school may be eligible to receive a Governor's Performance Award if the following conditions are met:

1. The school's Academic Performance Index (API) increased at least five percent of the difference between the prior year score and 800, or increased by five points, whichever is greater. (Education Code 52057; 5 CCR 1032)
2. Each numerically significant ethnic and socioeconomically disadvantaged subgroup demonstrated comparable improvement, defined as either 80 percent of the school's API growth target or, when the sum of the subgroup's growth target and subgroup's API is 800 or higher, the distance from the subgroup's API to 800. In all cases, the increase must be at least four points. (Education Code 52057; 5 CCR 1032)

A "numerically significant subgroup" is a subgroup that constitutes one of the following: (Education Code 52052, 52057)

- a. At least 15 percent of a school's total student population and at least 30 students
- b. At least 100 students, even if the subgroup does not constitute 15 percent of the total enrollment at a school

A "socioeconomically disadvantaged student" is a student neither of whose parents/guardians has received a high school diploma, or a student who participates in the free or reduced price lunch program.

(cf. 3553 - Free and Reduced Price Meals)

3. At least 95 percent of students in an elementary or middle school, or 90 percent of students in a high school, participated in the state's Standardized Testing and Reporting program, excluding students who were exempted from taking the test by their Individualized Education Program or parent waiver. (5 CCR 1032)

(cf. 6159 - Individualized Education Program)

(cf. 6162.5 - Student Assessment)

(cf. 6174 - Education for English Language Learners)

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The Superintendent or designee may elect to have a community day school, continuation high school, independent study school or other alternative school be part of the API accountability system for purposes of state awards programs. If this election is made, the school shall remain in the API system for at least the three subsequent years. (5 CCR 1032)

(cf. 6158 - Independent Study)

(cf. 6181 - Alternative Schools)

(cf. 6182 - Opportunity School/Class/Program)

(cf. 6184 - Continuation Education)

(cf. 6185 - Community Day School)

Any Governor's Performance Awards received on behalf of a district school shall be used at the school site for discretionary purposes. (Education Code 52057)

At each school receiving a Governor's Performance Award, the use of funds at the school site shall be determined by the existing school site governance team or school site council representing major stakeholders and then ratified by the Governing Board. (5 CCR 1039)

(cf. 0420 - School Plans/Site Councils)

The Board may accept or reject the proposal but shall not make modifications. If the Board rejects the proposal, the council may submit another proposal to the Board.

Certificated Staff Performance Incentives

A school may be eligible for state Certificated Staff Performance Incentives under the following conditions: (Education Code 44651; 5 CCR 1034)

1. The school was ranked in the lower half of the statewide API rankings (deciles 1-5) in the prior year.
2. The school improved a minimum of two times its annual growth target on its API between the base year and the current growth year.
3. The school was eligible for API awards in the year preceding the current API growth year.
4. All numerically significant ethnic or socioeconomically disadvantaged subgroups, as defined above, improved by a minimum of two times their annual growth targets. However, when the sum of a subgroup's growth target and the subgroup's API is 800 or higher, the subgroup's API must have increased two times the distance from the subgroup's API to 800. In all cases, the increase must be at least eight points.

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5. At least 95 percent of students in an elementary or middle school, or 90 percent of students in a high school, participated in the state's Standardized Testing and Reporting program, excluding students who were exempted from taking the test by their parent.

(Districts with Negotiated Agreement on Award Distribution)

Any award received under this program shall be distributed to certificated staff at the school in accordance with the negotiated agreement(s) with the employee organization. (Education Code 44653)

(cf. 4140/4240 - Bargaining Units)

For purposes of this program, all full-time and part-time staff holding a valid certificate, including but not limited to fully credentialed teachers, emergency permit teachers, intern teachers, principals, assistant principals, learning directors, counselors, librarians and nurses, shall be eligible to receive bonuses.

These awards shall not be considered compensation for purposes of calculating retirement or other benefits. (Education Code 44654)

Ineligibility for Awards Programs

A school shall be ineligible for state awards programs if it has fewer than 11 valid scores on the state Standardized Testing and Reporting assessments.

A school shall be ineligible for state awards programs if its API is invalidated for any of the following reasons: (5 CCR 1032)

1. The Superintendent or designee certifies that there were testing irregularities at the school committed by adults.

(cf. 6162.54 - Test Integrity/Test Preparation)

2. The Superintendent or designee certifies that the API is not representative of the student population at the school.
3. The Superintendent or designee certifies that the school has experienced a significant demographic change in the student population between the base year and the growth year and the API across the years is not comparable.

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4. The proportion of parental waivers for the Standardized Testing and Reporting program is equal to or greater than 10 percent of the school's enrollment in the grades tested. However, if a school's proportion of parental waivers is between 10 and 20 percent, the school shall be deemed ineligible only if statistical tests conducted by the California Department of Education determine that the students tested at the school are not representative of the school's students by grade level.
5. The school's proportion of test-takers in any content area tested by the Standardized Testing and Reporting program and included in the API is less than 85 percent of the total number of test-takers in the school.
6. Information is made available to or obtained by the California Department of Education that would lead a reasonable person to conclude that one or more of the preceding circumstances occurred.

Regulation
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VISALIA UNIFIED SCHOOL DISTRICT
Visalia, California