

**DRAFT District 97 Superintendent Performance Bonus System  
2013-2014 School Year**

The following proposed system for the Superintendent's Performance Bonus is based on two guiding principles:

- There is alignment between the Superintendent Performance Bonus System and the Superintendent Evaluation System, which the Board completes. More specifically, the Superintendent Performance Bonus is based partly the results of the Superintendent's Evaluation System.
- There is as much alignment as possible between the measures that are used to determine the student growth portion of the principals' evaluation system and the measures used to determine student growth portion of the Superintendent Performance Bonus System.

**Board will use the following two ratings to determine the Superintendent Performance Bonus:**

- **Rating of Superintendent Practice:** The superintendent can earn one of four ratings for Superintendent Practice: Distinguished, Proficient, Basic or Unsatisfactory
- **Rating of Student Growth:** To determine the performance level for the Rating of Student Growth, the district's students' growth on MAP scores as calculated by ECRA would be utilized.

The annual ECRA analysis of district results and associated report provides the district with a way to determine if student growth over a specific period has deviated from that which would have been expected based on past performance. Each student's growth in reading and math is placed in one of four categories: Higher than Expected, Expected, Lower than Expected, and Unsatisfactory (significantly lower than expected).

Individual student results are combined to provide aggregate estimates for the entire school or district. Estimates are also provided for each subject overall, each grade level, and several specific demographic groups.

To determine growth at the district level, we will be comparing the most current aggregate district results with the results available at the time of the previous evaluation. Since this is the first time we are using ECRA data in this way, the comparison will be to the baseline results from the 2012-13 school year, which the D97 Board received in October 2013. The district's growth in the 2012-13 school year was determined to be "Expected Growth" (and colored Green in the ECRA system).

The following table would be utilized to determine the Rating of Student Growth for the 2013-14 school year:

If 2013-2014 district student growth from ECRA report is	Rating for Student Growth for Superintendent Performance Bonus
Higher than Expected Growth (Blue)	Exceeds
Expected Growth (Green)	Meets
Lower than Expected Growth (Yellow)	Minimal Growth
Unsatisfactory Growth (Red)	No Growth/Negative Growth

**Superintendent Performance Bonus:** The Superintendent's Performance Bonus will use the **Rating of Superintendent Practice as determined by the board** and the **Rating of Student Growth** (from the table above). The Board would apply those two ratings in the table below to determine the Superintendent's Performance Bonus:

Rating of Superintendent Practice	Rating of Student Growth (left most column in table above)	Amount
Distinguished	Exceeds Goal	Maximum bonus amount
Distinguished	Meets Goal	(Maximum bonus amount) * (1/2)
Proficient	Exceeds Goal	(Maximum bonus amount) * (1/2)
All other combinations		0