

Alternative Teacher Professional Pay Systems ATPPS

Minnesota Statute 122A.413 & Minnesota Statute 122A.414

- 1. A letter of intent signed by both the Union and the District:**
- Is non-binding
 - Sent annually
 - Begins planning year if needed
 - Used by MDE to project funding

- 2. An Educational Improvement Plan (EIP) developed by the Union and the District:**
- District EIP
 - Each site EIP

Assessment/evaluation tools to measure student performance

Performance goals and benchmarks for improvement

Student attendance and completion rates

Ongoing, rigorous professional development led by teachers that is job-embedded

Measures of student, family and community involvement and satisfaction

Data systems about students and their academic progress that is understandable

Teacher induction and mentoring program

Substantial participation by the Exclusive Representative of the teachers in developing the EIP

- 3. A pay plan negotiated and ratified between the District and the Exclusive Representative:**
- No quotas or limits
 - Accessible to all teachers
 - Collaborative; not competitive

Responsibility Pay

Career Advancement Options

- Retain primary role in student instruction
- Provide site level professional development
- Aligned with EIP & staff development plans
- During the school day
- Led by teachers
- Integrated & on-going
- To improve instructional skills & aligned with student needs

Induction and Mentoring

- Required for probationary teachers

Performance Pay
60% of any compensation increase on teacher performance using these three measures:

Test Scores
School-wide (site level) student achievement gains

- Locally selected standardized assessment

Other measures of student achievement

- Locally determined
- Recognizes student achievement is not limited to one test score

Teacher Evaluation

- Conducted by locally selected & trained team
- Use multiple criteria
- Objective