



DIFFERENTIAL PAY RESULTS

As per 33-1004J(7), Idaho Code - Each school district receiving grant funds shall submit a report to the state department of education at the end of the fiscal year that details the plan's student achievement results based upon the established criteria. Such report shall include, but not be limited to, measures of growth in student achievement, target benchmarks, results of those measures, and information on the amount of the funds awarded, by individual. The report shall also include a narrative on the effectiveness of the awards in reaching the goals.

Please detail your differential pay plan's student achievement measures and measures of student achievement growth, the target benchmarks set in your differential pay plan, and the actual results achieved.

Our Differential Pay Plan's student achievement measures for Certified Staff were: Star Rating (30%); Completion of Individualized Learning Plans for all students (30%); Strong Start student orientation completion (20%); and student participation in fall and spring local benchmark assessments (Scantron Performance Series) (20%). Our Star Rating is 3, so certified staff earned 60% of that measure. Our students met growth to achievement targets in each area overall and in all but math for our At Risk Subgroups. 98% of our students had completed Fall and Spring ILPs. Students, parents, teachers and counselors worked together to develop Individualize Learning Plans based on student data and student interests. Goals were set and reviewed in meaningful communications between school staff, parents and students. Learning plans provided opportunities to thoughtfully consider what students needed and wanted to accomplish at the beginning of the school year and then review and celebrate and set new or revised goals for next year and the years to come. Feedback from parents and students on ILPs was positive. 96% of our new students completed new student orientation (Strong Start) in SY 13/14. Feedback from parents and teachers is positive. Students who complete orientation are better prepared to engage and be successful in our virtual school environment. We achieved our goal of 95% of students participating in Fall and Spring Scantron Performance Series. These local benchmark assessments are critical in identifying students in need of academic intervention in the fall or at enrollment and then are important to measure growth from fall to spring. The information is especially important this year as we will not have state assessment scores to utilize next fall. Scantron growth results show that average growth by grade level was near, at or above expected growth for most grade levels in Reading and near or above for grades 6, 7, and 8 for Math. Scantron fall to spring growth data for academic intervention students was greater than average growth by grade level for most subject areas. Certified Staff earned 88% of the available differential pay monies.

Our Differential Pay Plan's student achievement measure for Classified Staff was simply Star Rating. See above for information on Star Rating. Classified staff earned 60% of the differential pay monies.

Please describe the effectiveness of your differential pay plan in achieving the results described above.

Much of this is explained above. Please see below for statistics.



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- Elementary Academic Intervention o Early Reading Intervention student WRCPM growth from fall to spring on IRLE
 - 1st grade: 500% growth (all 1st grade: 115%)
 - 2nd grade: 148% growth (all 2nd grade: 37%)
 - 3rd grade: 46% growth (all 3rd grade: 18%)
- Upper Elementary ELA intervention Scantron Reading fall to spring growth
 - 3rd grade: 240.9 pts/All 3rd grade: 172.3 pts
 - 4th grade: 145.6 pts/All 4th grade: 160.1 pts
 - 5th grade: 164.9 pts/All 5th grade: 98.4 pts
- Upper Elementary Math intervention Scantron Math fall to spring growth
 - 3rd grade: 158.9 pts/All 3rd grade: 149.6 pts
 - 4th grade: 176 pts/All 4th grade: 142.5 pts
 - 5th grade: 114.5 pts/All 5th grade: 87.5 pts
- Middle School ELA intervention Scantron Reading fall to spring growth
 - 6th grade: 97.7 pts/All 6th grade: 87.8 pts
 - 7th grade: 125.7 pts/All 7th grade: 114.5 pts
 - 8th grade: 99 pts/All 8th grade: 79.6 pts
- Middle School Math intervention Scantron Math fall to spring growth
 - 6th grade: 190.2 pts/All 6th grade: 169.2 pts
 - 7th grade: 121.8 pts/All 7th grade: 114.4 pts
 - 8th grade: 98.1 pts/All 8th grade: 91.1 pts
- High School ELA intervention Scantron Reading fall to spring growth
 - VHS: -20.2/ All: 37.9
 - AHS: NA/ All: 45.4
- High School Math intervention Scantron Math fall to spring growth
 - VHS: 92.3/ All: 61.5
 - AHS: 57.1/ All: 48
- High School Final Pass Rates (SY 13/14 Sem 2/Qtr 4):
 - Overall: 79%
 - VHS: 84%
 - Note – this spring’s VHS pass rate is the highest pass rate for fall or spring semester since we have been tracking pass rates.
 - AHS: 59%
- 13/14 Scantron Performance Series o Participation
 - Fall: 95.2%
 - Spring: 94.5%
- Reading Growth
 - Grades 4, 5, 6 and 7 average growth was higher than expected average growth*
 - Grades 3, 8, 9 and 10 average growth was lower than expected average growth*
- Math Growth
 - Grades 6 and 7 average growth was higher than expected average growth*
 - Grade 8 average growth was very close to the expected average growth*
 - Grades 3, 4, 5, 9 and 10 average growth was lower than expected average growth*
- Strong Start: 95.4% completion
- Individualized Learning Plans (ILPs)
 - Initial ILP: 97.6%
 - 2nd ILP: 98.8%