



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.

The Whitepine Jt. School District's Differential Pay Plan targeted Idaho Core Standards in the content area of ELA. Specifically, two standards were focused on for student growth: Anchor Standard for Reading Key Ideas & Details #2 and Anchor Standard for Writing Text Types and Purposes #2. Teachers participating in the plan were required to do a pretest using the TCRWP Performance Assessment to achieve a baseline of student achievement. Throughout the school year, students read and summarized up to 12 content articles which were scored by a group of teachers. Finally, teachers administered a post test and had to demonstrate 80% of students scored an 80% proficiency or higher or made a minimum of 5% growth throughout the year. For teachers working with math content, students were encouraged to summarize graphs, charts and content related articles. In June, 2014, the district collected documentation from 19 of its certified staff members who had participated in the plan. The results were that 63% of those participating met or exceeded the 80% proficiency or 5% growth in student achievement targeted at the 2 above mentioned standards. Thirty seven percent made partial growth toward the target.

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

As a small district, this differential pay plan was a key stepping stone into future work for the district and the direction it is heading in further implementation of the Idaho Core Standards. A combination of the professional development that accompanied this plan, such as Pathways to the Common Core book study, and the focused work with students in reading a piece of text and summarizing the main idea demonstrated that with focused professional development and very purposeful planning and instruction students of this district will be better prepared to meet the rigorous demands of the standards and state assessment. In summary, the district is heading in a very positive direction in assisting our students in being college and career ready.



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