

AEA Performance Based Compensation Guiding Principles

1. There is security in an affordable and predictable salary structure.
2. The compensation system is mutually developed by educators, the local association, administrators, and school board members (the stakeholders) and support for the plan is demonstrated by a vote in favor by at least 70% of the educators affected.
3. There is continuous involvement of educators, the local association, administrators, and school board members in the ongoing implementation, review, and evaluation of the compensation system.
4. The compensation system is clearly defined and understandable and has clear expectations and written definition of terms.
5. The compensation system has clear goals and is developed and implemented in transitional phases.
6. There is equal access and opportunity at all levels of the plan for all participants.
7. The system promotes collaboration, cooperation and equity.
8. The system includes multiple measures of performance and multiple pathways for attainment of salary advancement, and allows for individuals to choose among a variety of options for participation.
9. Individual educators are involved in the design of their own performance goals.
10. School district and site goals, teacher evaluation, student assessment, and curriculum are all aligned with the Common Core Standards and Professional Teacher Standards.
11. Measures of student academic progress are mutually agreed upon by all stakeholders and are considered to be reliable assessments aligned with the Arizona Common Core Standards.
12. There is a standards-based professional development component, including mentoring and collegial assistance.
13. Incentives and rewards in the system are significant enough to encourage continuous improvement and demonstrate respect for the individual.
14. There is a fair and objective appeal procedure.
15. There is a process that supports the development of a school climate that enables the successful implementation of the compensation system.