

## TEA/TUSD 2015-16 301 Plan Ratification

### Ratification April 15 -April 29, 2015:

The process for the ratification procedure:

- 1) Must be completed during a staff development Wednesday
- 2) Principal and AR taking a staff vote by ballot and tallying the votes together
- 3) The votes can be any type of ballot indicating approval or not
- 4) **Only eligible 301 teachers/staff** may vote, if an eligible teacher is **absent** they are required to vote upon return to work
- 5) Principal should save the ballots and send the results both to Richard Foster (301 Committee Facilitator) and Frances Banales (TEA) once your results are final
- 6) Send it to us in this format:

School Name	# of Teachers Eligible	"YES"	"NO"

The focus of the 301 plan is to **continue to develop PLCs** in the district. Research shows that PLCs add value to instruction, teacher retention and student achievement. **PLC component is approximately 2/3rds of plan.**

**The Teacher Evaluation Classifications component is now required by AZ State Law beginning 2014-15 school year. Per state law the teacher evaluation rating will be approximately 1/3 of the plan.**

### 301 Plan Changes:

- 1) Continue PLCs but emphasizes that 3 must be on staff development time.
- 2) Gives examples of what the PLC can focus on but are not limited to.
- 3) The teacher evaluation will include the student achievement data. There will be no "list" of students to target. The PLC group and individual teachers determine how they will work to increase student growth and increase teacher performance.**
- 4) Student achievement will be determined by the teacher evaluation process/classification. This component is required by AZ state law.**
- 5) The distribution of the 1/3 teacher evaluation portion will be distributed based on each teacher's evaluation classification.**

Ineffective	\$0
Developing (for the first year)	1/2x
Effective	1x
Highly Effective	1 1/2xx

**EXAMPLE ONLY: If x=\$400.00, then:**

Ineffective	\$0
Developing (for the first year)	\$200
Effective	\$400
Highly Effective	\$600