

# TUCSON UNIFIED SCHOOL DISTRICT

Office of Teaching and Learning  
Curriculum Deployment (PD)

520.225.6294 main line  
[www.tusd1.org](http://www.tusd1.org)

The purpose of this communication is to provide clarity on the cut scores/classifications for Teacher Evaluation and for 2016-2017 301 Pay for Performance Plan.

## **Information about the Cut Scores to be used for Certified Evaluations this 2016-2017 School Year**

On February 14, 2017 the TUSD Governing Board passed the following motion:

*"I move that, for the current school year only, an exception be made to Policy GCO with respect to the application of the policy under the Proposition 301 Performance Pay Plan. More specifically, I move that an alternative determination of performance classifications be made for teachers for the current year and that this alternative determination be used to compute Prop 301 performance pay. I further move that this alternative determination of evaluation classification be made on the basis of the evaluation scores that were specified in Policy GCO and which were in effect prior to the August 9, 2016 revision of the policy, because such scores were in effect at the time the 2016-2017 301 performance pay was first approved by the Governing Board and was approved by the District's teachers. Finally, I further move that this alternative performance classification determination only be used for calculating 2016-2017 performance pay and that performance classification for any other purpose be made in accordance with Policy GCO as revised on August 9, 2017."*

*Dr. Stegeman*

## **Cut Scores to be Used for Certified Evaluations for 2016-2017 School Year**

The motion does not impact the current cut scores for evaluation purposes. When certified personnel are evaluated this year, the current cut scores to be used for the evaluation that is reported to the state of Arizona are those reflected in GB Policy GCO (approved August 9, 2016). The current cut scores, reflected in My Learning Plan, will determine your final classification for this school year. This is the rating/classification the district will report to ADE in accordance with state statute.

Policy GCO –Evaluation of Certificated Staff Members

<b>Classification</b>	<b>Cut Scores</b>
Highly Effective	79 – 100
Effective	61 – 78
Developing	47 – 60
Ineffective	46 or fewer points

## **Cut Scores to be Used for the 2nd Payment of the 2016/2017 301 Pay for Performance (Fund 12) Plan**

The motion does, however, affect how compensation for 301 eligible employees is determined for the second payment of the 2016-2017 301 Pay for Performance Plan this year. Eligible 301 employees ratified the current 301 Pay for Performance Plan when the previous teacher evaluation cut scores were in place. In an effort to honor the cut scores that were in place when the vote to ratify occurred, the Governing Board approved using the 2015-2016 cut scores solely for determining the amount of the 2<sup>nd</sup> payment of the 2016-2017 301 Pay for Performance (Fund 12) Plan. Therefore, for this 2016-2017 school year only, the previous teacher evaluation cut scores/classifications will be used to determine the amount eligible employees receive.

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Classification	Cut Scores	*Amount per 2016-2017 301 Pay for Performance Plan
Highly Effective	74 – 100	\$1500
Effective	56 – 73	\$1000
Developing	40 – 55	\$500
Ineffective	39 or fewer points	\$000

\*The amount is pro-rated per FTE.