

**2011-12 Employee Performance Incentive Rubric**  
**CUSD Journey 2020**  
**District Achievement Goals\*\***

	4	3	2	1
<b>1. Students at all grade levels will surpass state AIMS Scores in reading and math.</b>				
	CUSD will exceed state proficiency percentage at all grade levels in reading and math and will exceed state by 10 percentage points in at least 75% of the areas.	CUSD will exceed state proficiency percentage at all grade levels in reading and math and will exceed state by 10 percentage points in at least 50% of the areas.	CUSD will exceed state proficiency percentage in all of the areas.	CUSD will exceed state proficiency percentage in at least 75% of the areas.
<b>2. Students at all grade levels will score in the top 25 percent of AZ districts (1,000 or more students per grade level) in reading and math.</b>				
	CUSD will be in the top quartile in at least 80% of the areas.	CUSD will be in the top quartile in at least 60% of the areas.	CUSD will be in the top quartile in at least 40% of the areas.	CUSD will be in the top quartile in at least 20% of the areas.
<b>3. The percent of 3rd grade students reading at grade level will increase. (defined by MEETS/EXCEEDS on AIMS reading) ARS 15-701.2</b>				
	85% and above	84%-81%	80%-76%	Less than 76%
<b>4. Indicators for career/college readiness will increase.</b> (Scores for 4a through 4m will be averaged for one overall score for goal 4.)				
a. Scholarship dollars	In excess of \$50 million scholarship dollars earned by graduating seniors	Between \$45 and \$49.999 million scholarship dollars earned by graduating seniors	Between \$40 and \$44.999 million scholarship dollars earned by graduating seniors	Between \$35 and \$39.999 million scholarship dollars earned by graduating seniors
b. Service learning hours	In excess of 50,000 service learning hours by CUSD students	Between 45,000 and 49,999 service learning hours by CUSD students	Between 40,000 and 44,999 service learning hours by CUSD students	Between 35,000 and 39,999 service learning hours by CUSD students

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c. National merit scholars, Flinn scholars	Number of qualifying National Merit Scholars and Flinn Scholars will be at least 24.	Number of qualifying National Merit Scholars and Flinn Scholars will be between 21 and 23.	Number of qualifying National Merit Scholars and Flinn Scholars will be between 18 and 20.	Number of qualifying National Merit Scholars and Flinn Scholars will be between 15 and 17.
d. Advanced Placement Tests	Number of AP Tests will be at least 4,247 exams.	Number of AP Tests will be at least 3,951 exams.	Number of AP Tests will be at least 3,655 exams.	Number of AP Tests will be at least 3,319 exams.
e. Advanced Placement Scores	The percentage of passing AP scores (3,4,5) will be at least 60%.	The percentage of passing AP scores (3,4,5) will be between 55% and 59.9%.	The percentage of passing AP scores (3,4,5) will be between 50% and 54.9%.	The percentage of passing AP scores (3,4,5) will be between 45% and 49.9%.
f. ACT Explore - ALL 8 <sup>th</sup> Grade Students	The percentage of students in CUSD that are at/above the benchmark will exceed the nation and state in all eight categories (English, Mathematics, Reading and Science for both State and Nation).	The percentage of students in CUSD that are at/above the benchmark will exceed the nation and state in six of the eight categories.	The percentage of students in CUSD that are at/above the benchmark will exceed the nation and state in four of the eight categories.	The percentage of students in CUSD that are at/above the benchmark will exceed the nation and state in two of the eight categories.
g. ACT State Initiative Day Testing ALL 11 <sup>th</sup> Grade	Average ACT state initiative testing day scores will exceed the nation and state in at least six of the eight categories (English, Mathematics, Reading and Science for both State and Nation).	Average ACT state initiative testing day scores will exceed the nation and state in at least four of the eight categories.	Average ACT state initiative testing day scores will exceed the nation and state in at least two of the eight categories.	Average ACT state initiative testing day scores will exceed the nation and state in at least one of the eight categories.

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h. ACT National Day Testing Voluntary 10 <sup>th</sup> -12 <sup>th</sup> Grade	Average ACT national testing day scores will exceed the nation and state in all eight categories (English, Mathematics, Reading and Science for both State and Nation).	Average ACT national testing day scores will exceed the nation and state averages in at least five of the eight categories.	Average ACT national testing day scores will exceed the nation and state in at least three of the eight categories.	Average ACT national testing day scores will exceed the nation and state in at least one of the eight categories.
i. SAT Voluntary 10 <sup>th</sup> -12 <sup>th</sup> Grade	Average SAT scores will exceed the nation and state in all four categories (Critical Reading and Mathematics for both State and Nation).	Average SAT scores will exceed the nation and state in at least three of the four categories.	Average SAT scores will exceed the nation and state in at least two of the four categories.	Average SAT scores will exceed the nation and state in at least one of the four categories.
j. International Baccalaureate	The number of IB exams will be at 200 or more and the average grade on IB exams will meet or exceed 4.50	The number of IB exams will be at 200 or more and the average grade on IB exams will exceed 4.25	The average grade on IB exams exceeds 4.00	The average grade on IB exams exceeds 3.75
k. Dual credit hours	The number of dual credit hours accrued by CUSD students will exceed 7,000 hours.	The number of dual credit hours accrued by CUSD students will be in between 6,500 and 6,999 hours.	The number of dual credit hours accrued by CUSD students will be in between 6,000 and 6,499 hours.	The number of dual credit hours accrued by CUSD students will be in between 5,500 and 5,999 hours.
l. High School Pipeline Data for Community Colleges A.R.S. Title 15-1822	CUSD students will have a first year completion rate in community college that exceeds the statewide completion rate by at least 2.5%.	CUSD students will have a first year completion rate in community college that exceeds the statewide completion rate by at least 1.5%.	CUSD students will have a first year completion rate in community college that exceeds the statewide completion rate by at least 0.5%.	CUSD students will have a first year completion rate in community college that exceeds the statewide completion rate.

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m. Career and Technical Education (CTE) <i>(Placements are defined by a student that was in the program for two or more years that continued to post-high school education, a military career or was employed in the field in which they concentrated while in CTE program during high school.)</i>	The percentage of post-high school placements will increase within the CTE program as a whole.	The percentage of post-high school placements will be maintained or decrease by no more than 5%.	The percentage of post-high school placements will decrease by no more than 10%.	The percentage of post-high school placements will decrease by no more than 15%.
<b>5. The student dropout rate will be maintained at or below 2.0%.</b>				
	Dropout rate at or below 2.0%	2.1% - 2.4%	2.5% - 2.9%	3.0% or greater
<b>6. The four year graduation rate will be in the top 10% of Arizona districts.</b>				
	4 year grad rate in top 10% of all AZ districts.	Top 11% - 15%	Top 16%-20%	Top 21% - 50%
<b>7. CUSD will maintain its market share.</b>				
	The student charter school mobility rate within CUSD will be below 2%.	The student charter school mobility rate within CUSD will be below 3%.	The student charter school mobility rate within CUSD will be below 4%.	The student charter school mobility rate within CUSD will be below 5%.
<b>8. CUSD will be an employer of choice.</b> <b>(Scores for 8a, 8b and 8c will be averaged for one overall score for goal 8.)</b>				
a. CUSD will be an employer of choice as measured by employee likelihood to recommend. <i>(Question off Employee Survey: How likely would you be to recommend CUSD as a potential employer to someone interested in working here?)</i>	The rating will exceed 75%.	The rating will be in between 70% and 74%.	The rating will be in between 65% and 69%.	The rating will be in between 60% and 64%.
b. CUSD will be an employer of choice as measured by certified employee retention rate.	The retention rate will be at least at 90%.	The retention rate will be between 85% and 89%.	The retention rate will be between 80% and 84%.	The retention rate will be between 75% and 79%.

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c. CUSD will be an employer of choice as measured by the percentage of employees that strongly agree or agree with the statement, "I am proud to work in CUSD." ( <i>Question off Employee Survey</i> )	The percentage of employees that strongly agree or agree with this statement will be at least 90%.	The percentage of employees will be between 85% and 89%.	The percentage of employees will be between 80% and 84%.	The percentage of employees will be between 75% and 79%.
<b>9. CUSD will be a district of choice.</b>				
a. CUSD will be a district of choice as measured by letter grade assigned by parent. ( <i>Question 16: What grade would you give your youngest child's school?</i> )	At least 90% of responders rate their youngest child's school as an A or B.	85% to 90% of responders rate their youngest child's school as an A or a B.	80% to 84% of responders rate their youngest child's school as an A or a B.	75% to 79% of responders rate their youngest child's school as an A or a B.
<b>10. CUSD will maintain the percentage of dollars spent in the classroom in the top 10% compared to peer and state average.</b>				
	Maintain in top 10%	Maintain in top 15%	Maintain in top 20%	Maintain in top 25%
<b>11. Outside contributions (tax credit, financial and in-kind including grants) will exceed 3.0% of the general budget limit.</b>				
	Meet or exceed 3% of the general budget limit. (\$5,918,413.00)	Meet or exceed 1.5% of the general budget limit. (\$2,959,206.50)	Meet or exceed 1% of the general budget limit. (\$1,972,804.33)	Meet or exceed 0.5% of the general budget limit. (\$986,402.17)
<b>12. CUSD communication will be rated an A or B by 85% of the stakeholders.</b>				
a. Communication as measured by parent response to school communication. ( <i>Question 36: Thinking about the school where your youngest child attends, in general, how well does the school communicate with you?</i> )	At least 85% of responders will rate CUSD as an A or B with respect to communication.	80% to 84% of responders will rate CUSD as an A or B.	75% to 79% of responders will rate CUSD as an A or B.	70% to 74% of responders will rate CUSD as an A or B.

\*\*The Chandler Unified District Governing Board reserves the right to include bonus points in the case of extraordinary or unexpected events that may occur during a given fiscal year. This includes the ability to account for the margin of error in survey questions administered to the public and employees through WestGroup Research.

# Employee Performance Incentive Tally Sheet

Goal	Summary of Goal	Subcategory Points	Points
1.	AIMS compared to State		
2.	AIMS compared to similar districts		
3.	3 <sup>rd</sup> Grade Reading AIMS		
4a.	Scholarship Dollars		
4b.	Service Learning Hours		
4c.	National Merit/Flinn Qualifiers		
4d.	AP Tests Taken		
4e.	AP Passing Scores		
4f.	ACT Explore Scores		
4g.	ACT State Initiative Scores		
4h.	ACT National Day Testing Scores		
4i.	SAT National Day Testing Scores		
4j.	IB Tests and Scores		
4k.	Dual Credit Hours Taken		
4l.	Community College Pipeline Data		
4m.	CTE Placements		
4.	Total Score Goal 4	Average of all subcategories	
5.	Dropout Rate		
6.	Graduation Rate		
7.	Market Share		
8a.	Employee recommendation rate		
8b.	Employee Retention Rate		
8c.	Proud to Work in CUSD		
8.	Total Score	Average of all subcategories	
9.	District of Choice		
10.	Classroom Dollars		
11.	Outside Contributions		
12.	Communication Rating		
<b>TOTAL</b>		<b>Total Rubric Score (48)</b>	

## Pay for Performance Awarded

90% to 100%	= \$350
80% to 89.9%	= \$300
70% to 79.9%	= \$250
60% to 69.9%	= \$200
50% to 59.9%	= \$150
0% to 49.9%	= \$0