Houston ISD 101912

101912		
COMPENSATION PLANDEAAINCENTIVES AND STIPENDS(LOCAL)		
Stipend	The Superintendent shall recommend a stipend pay scheor part of the annual compensation plan of the District. [See	
Supplemental Duties	The Superintendent or designee may assign noncontractuplemental duties to personnel exempt under the Fair Laborards Act (FLSA), as needed. [See DK(LOCAL)] The employee compensated for these assignments according to the or sation plan of the District.	or Stand- oyee shall
Incentive and Innovation Programs	The Superintendent shall have authority to submit plans a applications for incentive and innovation programs to TEA granting organizations on behalf of the Board. Incentive pladdress teacher eligibility, including any exclusions.	or other
Transformation of Policy Regarding Performance Pay and Differentiated Compensation	The District's greatest strength is its human capital. As suce expectations are set for school leadership to inspire creati- ing and innovative approaches that lead to instructional ar- tional excellence. These expectations create an instruction text that acknowledges that the personal, face-to-face com- between teacher and student will always be the central ev- ucation. Changes in the District's structure, governance, a cies underscore the importance of this relationship and mu- lesce to create an organizational culture that values emplo- who are results-oriented, talented, innovative thinkers who increase student achievement and contribute to the reform public education.	ive think- nd opera- nal con- ntact vent in ed- and poli- ust coa- oyees o strive to
	Also, human capital reform measures must focus on higher ards for recruitment and selection, job performance and con- sation, and professional development and career planning must provide employees a viable career path within the or- tion.	ompen- g and
	Other locally developed incentive programs, if any, shall b dressed in the compensation plan of the District.	e ad-
Local Criteria	Performance pay shall be based on value-added data incl not limited to:	<del>uding but</del>
	<ul> <li>Annual student academic growth;</li> </ul>	
	<ul> <li>Student achievement;</li> </ul>	
	<ul> <li>Student enrollment and neighborhood enrollment;</li> </ul>	
	Student dropout rates; and	
	Student performance before and after school-level tr	ansitions:
	Elementary school to middle school;	

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COMPENSATION PLAN INCENTIVES AND STIPENDS DEAA (LOCAL)

Middle school to high school; and

• High school to postsecondary.