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## **Differential Pay Results for the 2013-2014 School Year**

### **Measures of Growth:**

The Differential Pay Policy effective for the 2013-2014 Mountain View School District #244 included the performance objectives of creating end of course assessments (grades 6-12) based on the content material covered in the class for each course offered by the school district and common assessment rubrics (grades K-5) based on the Idaho Core for Math, Language and Reading. Creation of these assessments/rubrics will allow for collection of student performance data and give the district a base-line for setting targets for student achievement. These assessments may also be given in the beginning of the school year to provide teaching staff with data that will allow them to measure student progress during the school year.

### **Target Benchmarks:**

Target benchmarks were not included in the differential pay policy since baseline data based on assessments/rubrics will be not gathered until the spring of 2015. Target benchmarks have been set as part of the School Improvement process for each elementary school and the district as a whole using AIMSweb testing, although this measure was not tied to the 2013-2014 Differential Pay Policy. Target benchmark goals may now be set based on end of course assessment and rubric data from the end of the 2014-2015 school year.

### **Effectiveness:**

All middle school and high school teachers were involved in creating end of course assessments for grades 6 – 12. All elementary school teachers were involved in creating common assessment rubrics based on the Idaho Core for Math, Language and Reading. In this capacity we were successful in achieving our goal. Taking part in the creation of end of course assessments and common assessments rubrics resulted in a better awareness of the Idaho Core Standards for all teachers in our district in the core areas. Data collected from these assessments/rubrics will be used to guide instruction in the future.