

Action Plan

Strategy Number: 1
 Plan Number: 2
 Date: December 16, 2010

STRATEGY: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

SPECIFIC RESULT: GCISD policies and practices used in the compensation of employees will align with the District's mission, vision, beliefs, strategic objectives, and strategies.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	The District will annually research market value and remain competitive with employee compensation relative to market value.				
2	Include performance-based criteria in the District Strategic compensation plan.				
3	GCISD will allocate district funds for performance-based compensation.				
4	Training and education for employees on the District compensation plan will be completed.				
5	GCISD will aggressively pursue Best-in-Class practices that will increase the value of the District Total Compensation Package. (Financial, Health & Welfare, Perks, Tuition Reimbursement, etc.)				

Responsible:

Cost Benefit Analysis

Strategy Number: 1
 Plan Number: 2
 Date: January 12, 2011

STRATEGY: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

SPECIFIC RESULT: GCISD policies and practices used in the compensation of employees will align with the District's mission, vision, and beliefs.

COSTS	BENEFITS
<p>Tangible:</p> <p>Without the design and infrastructure specific to GCISD, the following are assumptions based on criteria used with the TAP system, a <i>performance-based</i> plan used by select ISDs in Texas:</p> <p>Headcount of Eligible employees X Avg Pay Out (Teacher, Nurse, Librarian, Counselor, Diag, Speech Paths) 1086 FTE x \$2000 = \$2.17M Pool for this <i>Line of Sight</i> Plan (individual compensation could range from zero to \$6K above the normal cost-of-living increase)</p> <p>Cost of materials for advertising, training & educating employees on the new Line of Sight plan within the Strategic Compensation Plan</p> <p>Total Cost: \$2.2 M</p> <p>Intangible:</p> <p>Lowered morale due to anxiety by participants who challenge that a performance-based plan:</p> <ul style="list-style-type: none"> • Destroys collaboration • Penalizes teachers with tough students • Is used to find the bad teachers <p>is not a motivator because teachers don't respond to financial incentives</p>	<p>Tangible:</p> <p>Additional compensation above across the board salary increases.</p> <p>Rewards high performing staff members.</p> <p>Increase in student growth levels using value-added methodology</p> <p>Significant improvements in the state accountability ratings</p> <p>Improved student attendance- increasing district funding</p> <p>Increase Teacher engagement and attendance (reducing sub cost)</p> <p>Teacher retention</p> <p>Intangible:</p> <p>Market Analysis allows:</p> <ul style="list-style-type: none"> • Better communication with employee's about salaries • The ability to identify compensation opportunities • Us to recognize risks of inequity salaries • Benchmarking to help measure progress <p>Training and education on new Strategic Compensation Plan will eliminate anxiety by:</p> <ul style="list-style-type: none"> • showing performance pay systems need not be structured where teachers "beat" each other – use of criterion-based, group rewards and incentives to collaborate

	<ul style="list-style-type: none">• showing that students with the most significant needs typically get the most growth – use value-added model to determine rewards• showing it's about using the cash you have strategically and helping ALL teachers improve; BUT will not insult our great teachers by treating them all the same; credentials and seniority are not suitable proxies of performance• educating all that teachers are primarily driven by altruistic/intrinsic motivators, however, this does not make them immune to economic incentives; Economic Principal: Rational people respond to financial incentives.
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Has the action team deemed this action plan to have sufficient return on investment? Yes