

Teacher Compensation Planning Proposal

Lead Team

Rick Fields
Jim Jones
Laura Schlichting
Dave Ludy
Nick Hall

District Task Team

Rick Fields	Veteran Teacher
Jim Jones	5 – 10 yr Teacher
Dave Ludy	1 – 5 yr Teacher
Board Member	4 th Teacher

Calendar

August (early)
Lead team meets to finalize plan and develop District Task Team.

August – December
District Task Team meets for 4 hour AM session once each month.

December 23
Final product presented at school board meeting.

Communication

Rick Fields will develop a summary of each meeting and provide to both teachers and board members via the “all staff” email.

Board Member Representative and Jim Jones will provide a monthly summary at each board meeting from August through October.

Stanley-Boyd: -Compensation Planning Overall Parameters: Moving from Cloudy to Crystal Clear, from Theory to Practice

Phases:

- Adopt a draft framework that will help you accomplish your endpoints with compensation planning.
- Form a Lead Team
- Form a District Task Team
- Get Board and Admin input: Use will be for the District Task Team to "first draft" your compensation planning framework
- District Task Team Work: Learns, formalizes a compensation framework, gets staff input, finalizes compensation framework for Board approval.
- Board approval and district rules and regulations editing (adding/deleting)

I'm here to:

- Be a neutral third-part and say things to you that you may not be able to say to yourselves.
- Offer you another point of view.
- Help you identify your most important "end points."
- Offer planning tools and frameworks that get you to your identified "end points."

I'm not here to:

- Direct or control your outcomes.
- Get stuck in any of your past or present unproductive history: who did what, said what, who is a #*!#@ etc.
- Act as a "Compensation Plan" guru/expert/or pay plan Svengalli!

Ground Rules:

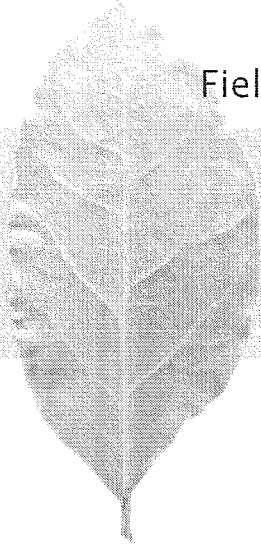
- Treat others as you wish to be treated.
- Treat others "As if" they already are the kind of person you want/need them to be.
- If you're thinking it and it may help us reach our "end points," then say it.

Assumptions, beliefs and biases about a "Compensation Plan Framework" in Stanley Boyd:

- You wish to consider things like:
 - Attracting/keeping the very best;
 - How certified staff are compensated/paid;
 - How staff are not only held accountable for their own development/growth, but also how well they're impacting kids' learning and how that is all recorded, coached, supported, etc. through a realistic/doable, fair supervision/evaluation framework; and
 - How staff not hitting the target of excellence we've defined are let go.
 - Other?
- Assume good intent until proven otherwise. Good intent is any speech or action that move us to end points and doesn't demean others in the process
- Before doing anything, define the Board and Superintendent roles. Get Board's input regarding their overall compensation values and administrators' views on what they see are the critical needs in compensation planning.
- Think big, start small and in stages, get input, inform, involve, then DECIDE (but keep moving forward at all times)
- Talk about it, and then ACT. Sorry, but the older I get the more I realize how important it is to "get'er done!"
- People first, product second
- No one likes something "jammed down his or her throats." This always comes back to bite someone/something negatively

Compensation Planning Tasks

<p>Task #1: Identify the School Board's values regarding compensation planning.</p>		<p>Task #2: Get administrative input surrounding the district's critical compensation issues.</p>
<p>Task #3: Form a "Compensation Plan Task Team: Short-term, adhoc group.</p>		<p>Task #4: Identify what you wish to keep? What do we currently have (attracting/keeping the very best, compensation, supervision/evaluation etc.) that we want to keep?</p>
<p>Task #5: What do we wish to delete? What do we currently have in our compensation framework that is not working?</p>		<p>Task #6: Based on what values and beliefs? What values and beliefs do we all believe must support any compensation plan? First the Board's, then Administration, then District Task Team, then staff.</p>
<p>Task #7: Crystallized our rationale for compensation plan. Based on our set of beliefs established in Task #6, what will our rationale be for our new compensation plan? (Within this rationale, lay out a brief historical rendition of the last 15 years in the compensation arena)</p>		<p>Task #8: What are others doing around the state and nation? What compensation models currently exist in our state or nationally, that we will use and why? Find them, study them, and pull things from them that we wish to see.</p>
<p>Task #9: What key components we wish to have within our new plan. Formulate a first-draft compensation framework using all the work done thus far.</p>		<p>Task #10: Define terms or concepts that may be included in a new framework:</p> <ul style="list-style-type: none"> • Merit pay • Pay for performance • Incentive/premium • Other
<p>Task #11: Seek input. Lay-out the foundations of plan and seek input regarding the new draft framework</p> <ul style="list-style-type: none"> • Board • Community • Staff • Business leaders 		<p>Task #12: Further refine new plan. Based on foundational parameters developed and input gained, create levels of pay, each with accompanying indicators, and write a draft plan. Utilize all the tools you have. Where appropriate, incorporate board policy and existing district rules/regulations and procedures. This is where you create "cells" each clearly defining the teacher dispositions/skills and connecting these to pay levels.</p>
<p>Task #13: Financial Projections</p> <ul style="list-style-type: none"> • Identify how much this may cost 		<p>Task #14: Create a framework for supporting staff in need of assistance and a procedure for dismissal.</p>
<p>Task #15: Input #2: Go back to the Board, community and staff with another draft to get their input and them use this input to tweak the plan.</p>		<p>Task #16: Modify district rules and regulations to align with new concepts and plan. Train administration and staff</p>
<p>Task #17: Provide ongoing support for administrators on the front line of this plan to ensure quality implementation, particularly with instructional leadership and coaching.</p>		<p>Task #18: Other?</p>



Fields' Consulting Services

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July, 2013

Attention: Jim Jones
Stanley-Boyd School District
507 E. 1st Avenue 54768
Project title: Compensation Package Consulting Framework Budget
Terms: 30 Days

Description: Estimates	Quantity	Unit Price	Total
Offsite preparation and summarization/follow-up communications. Final copy work of plan. *	30 hours	\$85 hour	\$2550.00
Onsite facilitation and leadership *	35 hours	\$85 hour	\$3,000.00

* These are estimates, depending on the final agreed-upon steps

Estimated Total: \$5500.00

Consultant, Coach, Teacher, Trainer