

PLEASE POST

MEMORANDUM

September 13, 1984
M342

TO: All DCPS Work Locations

FROM: Leonard Britton
Superintendent of Schools

Pat L. Tornillo
Executive Vice President, United Teachers of Dade

SUBJECT: QUALITY INSTRUCTION INCENTIVES PROGRAM
(MERITORIOUS SCHOOLS)

The 1984 Florida Legislature enacted legislation authorizing the establishment of a local option district Quality Instruction Incentives Program. Some of the fundamental requirements in the law are as follow:

- The program must be negotiated and ratified by both the teachers' bargaining unit and the local school board.
- All participating schools, regardless of socio-economic differences and grade levels, must have an equal chance to be recognized as meritorious schools.
- Procedures for selection of meritorious schools must be fair and non-biased.
- School and individual participation in the program must be voluntary.
- A standard or standards, in addition to achievement of gains in the upper quartile on a standardized test in verbal and quantitative student achievement, must be included in the plan.
- Participating schools must compare actual gains against a statistically predicted gain for their students.
- Non-instructional personnel and school-site administrators may participate in the meritorious school program.

On Saturday, September 8, 1984 the Dade County Public Schools (DCPS) and the United Teachers of Dade (UTD) reached tentative agreement at the collective bargaining table on an amendment to the current DCPS/UTD labor contract establishing a Meritorious Schools Program. Ratification of this agreement by the School Board has been scheduled for September 19, 1984 and for the UTD bargaining unit on September 18-20, 1984. Upon ratification, the plan must be submitted to the Florida Department of Education for approval. This must occur no later than October 1, 1984.

QUALITY INSTRUCTION INCENTIVES PROGRAM
(MERITORIOUS SCHOOLS)
September 13, 1984
Page 2

The negotiated contract amendment authorizes up to a total of 60 participating schools to become eligible for share awards. Such awards will be distributed pursuant to the following criteria:

Quality (Q) Schools:

- Achieving the upper quartile of participating district schools at comparable grade level groups (i.e., elementary, middle/junior high, senior high) as measured by student gain in verbal and quantitative achievement on the 1985 administration of the Stanford Achievement Test; and,
- Achieving at least an 80% participation of eligible students or maintaining the 1983-84 rate, whichever is greater, on a standardized physical fitness test during the 1984-85 school year.

Excellent (E) Schools:

Selection shall be based on attainment, by the end of the 1984-85 school year, of the following district goal:

- Elementary School level -- Improvement in student attendance over 1983-84 for the plan year.
- Middle/Junior High School level -- Improvement in student attendance over 1983-84; or improvement in subject area tests, when appropriate tests in multiple and diverse academic subject areas are available and baseline district data are established.
- Senior High School level -- Improvement in student attendance and dropout rate over 1983-84; or improvement in subject area tests, when appropriate tests in multiple and diverse academic subject areas are available and baseline district data are established.

Educational Excellence (E²) Schools:

- Selection shall be based on attainment of a school student achievement standard selected by each faculty, which shall consist of school-site certificated personnel. For the purpose of this section, each faculty shall identify one standard related to student achievement (see Appendix I for examples).

Shares in Q, E, and E² schools shall be awarded to all participating full-time, certificated employees. Full-time, certificated, itinerant employees who are assigned to a Q, E, or E² schools less than full-time and eligible, certificated, part-time employees assigned to such schools shall be eligible for prorata shares.

QUALITY INSTRUCTION INCENTIVES PROGRAM
(MERITORIOUS SCHOOLS)
September 13, 1984
Page 3

A share award for participating certificated personnel shall be no less than \$500 in Q schools, \$750 in E schools, and \$1,500 in E² schools. However, shares may increase subject to additional state allocations to the district. Such awards will be made by October 1, 1985.

In order to facilitate implementation of the Meritorious Schools Program, three ad hoc committees will be established:

° Quality Instruction Incentives Program (QUIIP) Committee

- Will serve to insure the orderly and equitable implementation of this program and shall receive and adjudicate any appeals related to its implementation.

° Technical Review Panel

- Will review all of the data, methodology, and statistical information in order to make technical recommendations to the QUIIP Committee.

° Educational Excellence Awards Committee

- Shall have the responsibility for reviewing all data, consistent with applicable state statutes, and making the selection of Q, E, and E² schools. No member of this committee shall be an employee of DCPS or UTD.

This program has the potential to become a model for the State of Florida and, perhaps, the Nation. It is important for all DCPS employees to know that the School Board, the Superintendent of Schools, and UTD are totally committed to the success of this jointly-developed program and strongly encourage full and active participation by all eligible employees.


Pat L. Tornillo, Jr.
UTD Executive Vice President


Leonard Britton
Superintendent of Schools

LB/TAC/OJV:lv
Attachment

cc: School Board Members

APPENDIX I

POSSIBLE SCHOOL STUDENT ACHIEVEMENT STANDARDS

The following are for illustrative purposes only. Each participating school faculty may identify any standard related to student achievement that is determined to be relevant and/or needed by the particular school.

- Increase enrollment in upper level science, mathematics, and foreign language courses.
- Increase enrollment in honors and advanced placement classes.
- Improve students' writing skills through a school-wide writing enhancement program.
- Improve students' computer literacy.
- Increase the number of female and minority students in classes where they have traditionally been under-represented.
- Improve students' scores on the State Student Assessment Test, Part I.
- Improve passage rate on the State Student Assessment Test, Part II.
- Improve students' mathematic performance.
- Improve students' reading performance.
- Increase the number of students in the Academic Scholars Program.
- Increase the number of vocational program completers.
- Improve the job placement rate for vocational program completers.
- Improve students' knowledge of geography of the county, state, nation, and world.
- Increase students' understanding and awareness of government and current events.
- Increase the number of students exiting English for Speakers of Other Languages (ESOL) programs with independent language competency.