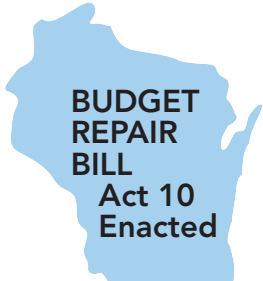


ACT 10 TIMELINE

FEDERAL AND STATE MANDATES



US Department of Education directs WI Department of Public Instruction to examine the following:

1. State assessment tool for increased rigor; and
2. Teacher evaluation.

WI Department of Public Instruction directs school districts to prepare for:

1. New state assessment aligned to the common core standards; and
2. Increase the rigor of the teacher evaluation system through the introduction of 2 SLOs, 2 PPGs and educator ratings.*

WI Department of Public Instruction commissions the Promoting Excellence for All Task Force to identify best practices for closing achievement gaps and academic attainment.

First year of DPI's the Badger Exam implementation.

First year of the DPI's Forward Exam implementation.

2010-11

2011-13

2013-14

2014-15

2015-16

MTSD RESPONSE TO POLICY MANDATES

Clarion call to school districts to increase rigor in aligning recommended academic standards and teacher evaluation.

MTSD implements two-year salary freezes and benefit modifications without the need for teacher negotiations

Development of a teacher handbook – elimination of the collective bargaining agreement over working conditions and benefits.

Educator Effectiveness Planning Committee, consisting of teachers and administrators, decided to remain with the Danielson evaluation model.

Strategic Compensation Design Team, consisting of teachers and administrators, provided input and perspective on the final development of a strategic compensation system.

Inaugural year of the strategic compensation system (which includes merit pay) in MTSD.

As a result of the new strategic compensation system, the District was able to reward teacher output and input with an average increase of 4.6% in compensation versus the 1.46% consumer price index (CPI) maximum through base wage negotiations.

MTSD is granted wavier from the DPI teacher evaluation system due the embedded rigor in our teacher evaluation system.

173 MTSD teachers (65% of all teachers) are eligible to participate in the Master Educator path of the District's strategic compensation system.

227 MTSD teachers (86% of all teachers) are eligible to receive Merit Pay as part of the District's strategic compensation system.

54 Professional portfolios were approved, granting Master Educator status to these educators (representing more than 20% of all MTSD teachers).

Mequon Thiensville School District
ALIGNING TO GREATER ACCOUNTABILITY IN ORDER TO ADVANCE ACADEMIC GROWTH

* In June 2014, DPI announced that the mandated number of SLOs and PPGs would be reduced to 1 each. MTSD elected to maintain the 2 SLOs and 2 PPGs required to increase student achievement and greater professional accountability. See Strategic Plan Goal #2, Objective A.