

PAY FOR PERFORMANCE

2004/2005 SCHOOL YEAR
SEPTEMBER 2005

PAY FOR PERFORMANCE PLAN

As of June 30, 2002, all districts in the State of Florida are required to have a Pay for Performance Plan that rewards outstanding teachers and schools based on improved student performance. In the Pinellas County School District, an agreement was developed in collaboration between the Pinellas Classroom Teachers Association and the School Board, to implement such a process.

This agreement, in part, includes the following:

“Implementation of the Pay for Performance portion of the salary schedule will require that”:

1. The parties adopt the rated assessment format designed by the district’s Evaluation Sub-committee as the basis for training, development, and implementation in qualifying for Pay for Performance.
2. Individual faculty members will be required to maintain a documented portfolio of data, in addition to the assessment process, utilizing the attached rubric (Application).
3. The Annual Learning Gains portion of the process will be determined by criteria * established by the Pinellas County Research and Accountability Department, consistent with directions from the Department of Education. The Annual Learning Gains will be defined at the school and classroom level for educators through FCAT scores, reflecting learning gains of at least 120% of expected gains.
4. For all non-classroom teachers, annual learning gains will be determined by a composite of overall performance of students as measured by State FCAT data. The Department of Research and Accountability will identify outstanding schools based on exceptional levels of student academic performance growth from one year to the next, reflecting learning gains of at least 120% [of] expected.”

A complete copy of the agreement is included in Attachment A.

SAMPLE

During the 2004-2005 school year, a total of 26 employees applied to receive a Pay for Performance supplement. The list of applicants is presented in Table 1. Each applicant was required to submit appraisal and application forms. Copies of these forms are presented in Attachment B. The applicants had to meet the requirements (i.e. meeting a minimum score of 90 on the application), as set forth in the agreement (see the agreement in Attachment A for more details).

** The criteria established by the Pinellas County Research and Accountability Department were to use a regression model of analysis to compute the expected learning gains. The 120% of expected gains was established by the Pinellas Teacher Association through negotiation with the school district.*

DESIGN

The school and the teacher's qualification are contingent upon having a gain reflecting at least 120% of the expected gain. The school or the teacher's eligibility for the Pay for Performance is dependent on the performance of the school or the classroom. The school's qualification, by meeting 120% of expected gain, entitles all eligible applicants from that school to be qualified for the pay for performance supplement. Only at the elementary level may a classroom teacher qualify solely on the basis of the classroom's performance. The table below displays the group performance(s) required for a school or a teacher to qualify for the Pay for Performance supplement.

		SCHOOL		CLASSROOM (Teacher)	
ELEMENTARY SCHOOL	INST.	Reading YES	Math YES	O R	Reading YES Math YES
	NON INST.	Reading YES	Math YES		NA
MIDDLE SCHOOL	INST. AND NON INST	Reading YES	Math YES		NA
HIGH SCHOOL	INST. AND NON INST	Reading YES	Math YES		NA

For Example, an elementary fourth grade teacher may qualify for the Pay for Performance Supplement if his/her classroom meets the required gain for both Reading and Math, or (s) he may qualify if the school has met the required gain in both Reading and Math. Another example; a seventh grade teacher can only qualify for the Pay for Performance Supplement if the school has met the required gain in both Reading and Math.

Table 2 presents the possible qualification area(s) for each applicant.

ANALYSIS

School Level:

The FCAT Developmental Scores for 2004 and 2005 were used to calculate the individual student and school gain scores in Reading and Math, by subtracting the FCAT 2004 scores from the FCAT 2005 scores. To determine the expected gain scores, a regression analysis using the school's free/reduced lunch percentage and the schools' average gain score was performed.

The regression model uses the free/reduced lunch for calculating the expected gain score. The calculation of the expected gain scores made use of the correlation that exists between free/reduced lunch and the test scores. The use of correlation in calculating the gain scores reduced the advantage a school might have based on the Social Economic Status (SES) of its students. Schools that showed gains greater than 120% of the expected gain, in both Reading and Math, qualified for the Pay for Performance supplement.

Details of the procedure are presented on a flowchart, Attachment C.

Results:

Five (5) elementary schools, and six (6) high schools showed gains greater than 120% of their expected gain, therefore, qualified for the Pay for Performance supplement. No middle school showed the required gain. All instructional and non-instructional applicants of these schools are eligible for the supplement described in the agreement. There were no applicants from the qualified schools.

Tables 2-4 display this analysis and the result of schools' performance analysis.

Teacher (Classroom):

The FCAT Developmental Scores for 2004 and 2005 were used to calculate the individual student and classroom gain scores in Reading and Math by subtracting the FCAT 2004 scores from the FCAT 2005 scores. To determine the expected gain scores, a regression analysis using the school's free/reduced lunch percentage and the classroom average gain score was performed.

In observation of the research findings that the school's economic status affects the performance at the school level and at the classroom level, the school's free/reduced lunch percentage, in lieu of classroom's average free/reduced lunch, was used in the regression model for calculating the classroom's expected gain.

The regression model takes the free/reduced lunch into account for calculating the expected gain score. The calculation of the expected gain scores made use of the correlation that exists between free/reduced lunch and the test scores. The use of correlation in calculating the gain scores reduced the advantage a teacher might have based on the SES of his or her students.

Fourteen teachers applied for the pay for performance. Ten of these teachers did not teach grades or groups of students who had FCAT results. Therefore, only four were evaluated for the classroom annual learning gains. Classrooms that have shown gains greater than 120% of the expected gain, in Reading and Math, qualified for the Pay for Performance supplement.

The details of the procedure are presented on a flowchart, Attachment C.

Results:

No elementary classrooms showed gains greater than 120% of their expected gain in Reading and Math and therefore, none of the teachers of these classrooms are eligible to be awarded the supplement described in the agreement.

Table 5 displays this analysis and the result of Pay for Performance for the teachers.

**TABLE 1
PINELLAS COUNTY SCHOOLS
PAY FOR PERFORMANCE APPLICANTS
2004-2005**

SCHOOL	TITLE
Bauder Elementary	Principal
Bauder Elementary	A P
Bauder Elementary	Teacher (4)
Boca Ciega High	Teacher HS
Boca Ciega High	Teacher HS
Carwise Middle	Teacher M
Carwise Middle	Teacher M
Carwise Middle	Teacher M
Cross Bayou Elementary	Principal
Cross Bayou Elementary	A P
Fairmount Park Elementary	Teacher
Fairmount Park Elementary	Teacher
Highland Lakes Elementary	Principal
Highland Lakes Elementary	Teacher (4)
Melrose Elementary	Teacher (4)
Melrose Elementary	Principal
Melrose Elementary	A P
Oldsmar Elementary	Teacher VE
Palm Harbor Univ. High	Teacher HS
Ponce de Leon Elementary	Title I
Ponce de Leon Elementary	Principal
Ponce de Leon Elementary	Reading Coach
Ponce de Leon Elementary	A P

**TABLE 2
PINELLAS COUNTY SCHOOLS
PAY FOR PERFORMANCE APPLICANTS
2004-2005**

SCHOOL	TITLE	Meeting the required Classroom Gains		SCHOOL GAIN
		FCAT READING	FCAT MATH	
				School did not qualify for PFP
Bauder Elementary	Principal			School did not qualify for PFP
Bauder Elementary	A P			School did not qualify for PFP
Bauder Elementary	Teacher (4)	NO	NO	School did not qualify for PFP
Boca Ciega High	Teacher HS			School did not qualify for PFP
Boca Ciega High	Teacher HS			School did not qualify for PFP
Carwise Middle	Teacher M			School did not qualify for PFP
Carwise Middle	Teacher M			School did not qualify for PFP
Carwise Middle	Teacher M			School did not qualify for PFP
Cross Bayou Elementary	Principal			School did not qualify for PFP
Cross Bayou Elementary	A P			School did not qualify for PFP
Fairmount Park Elementary	Teacher			School did not qualify for PFP
Fairmount Park Elementary	Teacher			School did not qualify for PFP
Highland Lakes Elementary	Principal			School did not qualify for PFP
Highland Lakes Elementary	Teacher (4)	NO	NO	School did not qualify for PFP
Melrose Elementary	Teacher (4)	YES	NO	School did not qualify for PFP
Melrose Elementary	Principal			School did not qualify for PFP
Melrose Elementary	A P			School did not qualify for PFP
Oldsmar Elementary	Teacher VE			School did not qualify for PFP
Palm Harbor Univ. High	Teacher HS			School did not qualify for PFP
Ponce de Leon Elementary	Title I			School did not qualify for PFP

TABLE 3
Pinellas County Schools
Pay For Performance Results-Elementary Schools
2004-2005 S.Y.

School Number	Reading Gain	Math Gain	Lunch (FR%)	Number of Students	Expected RDG Gain	Expected Mth Gain	Required RDG Gain (120%)	Required MTH Gain (120%)	Reading Gain Outcome	Math Gain Outcome	School Name
2151	-87.44	166.27	71.2	52	147.7543	176.28593	177.31	211.54	-264.75	-45.27	Lealman Intermediat
7081	-60.2	69.25	40	10	137.7888	162.95421	165.35	195.55	-225.55	-126.3	Hospital/HOMebounc
3341	0.81	142.27	68.9	103	147.0436	175.33514	176.45	210.4	-175.64	-68.13	Clearwater Intermedi
7171	35.3	115.85	13.3	60	129.2587	151.5427	155.11	181.85	-119.81	-66	Pinellas preparatory .
1801	104.07	100.21	90.5	21	153.9351	184.55457	184.72	221.47	-80.66	-121.25	Calvin Hunsinger
2441	104.61	178.94	48.6	37	140.5554	166.65524	168.67	199.99	-64.06	-21.04	Modesta Robbins/Cu
3851	105.93	175.66	46	252	139.7183	165.53539	167.66	198.64	-61.73	-22.98	San Jose Elementary
1641	109.35	193.12	54.2	155	142.329	169.02808	170.79	202.83	-61.45	-9.72	Gulf Beaches Eleme
1341	107	156.29	47.4	340	140.1409	166.10077	168.17	199.32	-61.17	-43.03	Frontier Elementary
981	124	223.58	88.9	27	153.4273	183.87531	184.11	220.65	-60.11	2.93	Hamilton Disston Sch
2741	116.92	198.67	64.2	120	145.5192	173.29589	174.62	207.96	-57.71	-9.28	North Ward-Clw. Ele
441	96.46	128.71	5.3	377	126.6907	148.10714	152.03	177.73	-55.56	-49.01	Brooker Creek Eleme
161	110.35	139.03	37.7	371	137.0646	161.98531	164.48	194.38	-54.13	-55.36	Bay Point Elementar
271	120.64	132.83	64.2	260	145.5397	173.32332	174.65	207.99	-54.01	-75.16	Bear Creek Elementa
3071	105.65	151.6	23.3	347	132.4606	155.82613	158.95	186.99	-53.3	-35.39	Ozona Elementary S
1961	105.77	141.27	19.5	154	131.2251	154.17328	157.47	185.01	-51.7	-43.74	Lakeview Fundamen
3761	131.28	174.46	72	250	148.025	176.64802	177.63	211.98	-46.35	-37.51	James Sanderlin Ele
2061	126.03	168.98	57.8	204	143.4965	170.58985	172.2	204.71	-46.17	-35.72	Largo Central Eleme
2251	128.65	250.64	53.9	243	142.2382	168.90651	170.69	202.69	-42.03	47.95	Madeira Beach Elem
3911	124.29	145.98	41.6	356	138.292	163.62736	165.95	196.35	-41.66	-50.37	Seminole Elementary
2431	126.67	166.37	46.3	296	139.7989	165.64324	167.76	198.77	-41.09	-32.4	Mildred Helms Clw. E
3461	130.23	204.4	54.8	312	142.5255	169.29089	171.03	203.15	-40.8	1.25	Ponce DeLeon Elem
1471	126.7	177.97	39.1	312	137.5018	162.57017	165	195.08	-38.3	-17.12	Perkins Elementary S
2021	145.46	136.81	83.5	261	151.7115	181.57989	182.05	217.9	-36.59	-81.09	Lakewood Elementar
4771	136.74	148.03	59.2	358	143.9362	171.17815	172.72	205.41	-35.99	-57.38	Westgate Elementary
2281	141.52	162.33	71	314	147.7112	176.22827	177.25	211.47	-35.74	-49.14	Maximo Elementary :
7071	143.83	180.24	75.3	73	149.0941	178.07837	178.91	213.69	-35.09	-33.45	Dropout Prevention
3361	140.52	172.51	66.7	312	146.3189	174.36572	175.58	209.24	-35.06	-36.73	Pinellas Central Elen
1361	135.19	165.02	52.4	290	141.7597	168.26647	170.11	201.92	-34.92	-36.9	Fuquitt Elementary S
3431	123.4	145.34	21.3	366	131.8108	154.9568	158.17	185.95	-34.78	-40.61	Plumb Elementary Si

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Pay For Performance Results-Elementary Schools
2004-2005 S.Y.

School Number	Reading Gain	Math Gain	Lunch (FR%)	Number of Students	Expected RDG Gain	Expected Mth Gain	Required RDG Gain (120%)	Required MTH Gain (120%)	Reading Gain Outcome	Math Gain Outcome	School Name
3281	122	148.96	14.6	261	129.6509	152.06737	155.58	182.48	-33.58	-33.52	Pasadena Fundamer
3181	123.09	170.54	16.9	231	130.3942	153.06177	156.47	183.67	-33.38	-13.14	Palm Harbor Elemen
391	148.7	183.12	78.1	292	149.9705	179.25078	179.96	215.1	-31.27	-31.98	Blanton Elementary S
3731	133.4	143.32	35.6	295	136.3792	161.06841	163.66	193.28	-30.26	-49.96	Safety Harbor Eleme
481	135.71	173.69	38.9	535	137.4301	162.47429	164.92	194.97	-29.21	-21.28	Campbell Park Elem
151	127.77	154.12	17.2	407	130.4953	153.19695	156.59	183.84	-28.83	-29.72	Bauder Elementary S
2961	137.26	117.62	39.4	325	137.592	162.69087	165.11	195.23	-27.85	-77.61	Oldsmar Elementary
1131	151.89	205	75.9	373	149.2633	178.30468	179.12	213.97	-27.22	-8.96	Eisenhower Element
131	145.06	151.56	57.7	293	143.444	170.51969	172.13	204.62	-27.07	-53.07	Bardmoor Elementar
1781	131.71	179.88	20.7	382	131.609	154.68684	157.93	185.62	-26.22	-5.74	Highland Lakes Elerr
2791	148.46	187.57	61.9	357	144.7957	172.32795	173.75	206.79	-25.29	-19.22	Northwest Elementar
991	131.54	117.58	17.6	336	130.6106	153.35122	156.73	184.02	-25.2	-66.44	Leila G. Davis Eleme
6271	133.86	117.56	22.5	334	132.1766	155.44619	158.61	186.54	-24.75	-68.98	Sutherland Elementa
1421	150.54	191.53	65.1	315	145.8112	173.68646	174.97	208.42	-24.43	-16.89	Lynch Elementary &
2691	149.41	173.18	61.7	269	144.7334	172.24462	173.68	206.69	-24.27	-33.52	North Shore Element
641	154.93	202.31	73.9	211	148.6435	177.47549	178.37	212.97	-23.44	-10.66	Clearview Avenue El
6251	149.24	201.73	57.8	289	143.478	170.56517	172.17	204.68	-22.94	-2.95	Southern Oak Eleme
4591	151.88	168.2	61.9	294	144.7957	172.32795	173.75	206.79	-21.87	-38.59	Tyrone Elementary S
3131	135.11	137.76	11	237	128.5029	150.53156	154.2	180.64	-19.09	-42.88	Curtis Fundamental I
6281	141.34	145.03	26	331	133.3047	156.95541	159.97	188.35	-18.63	-43.32	Lake St. George Eler
4121	162.06	199.44	77.2	320	149.6843	178.86792	179.62	214.64	-17.56	-15.21	Skycrest Elementary
6261	136.91	178.93	10.7	345	128.4243	150.42636	154.11	180.51	-17.2	-1.59	Cypress Woods Elen
1911	162.11	183.99	71.8	220	147.9668	176.57022	177.56	211.88	-15.45	-27.9	Kings Highway Elem
1811	163.58	199.45	75.5	249	149.1452	178.14664	178.97	213.78	-15.4	-14.32	Highpoint Elementary
3751	159.22	191.78	63	332	145.1306	172.77601	174.16	207.33	-14.93	-15.56	Sawgrass Lake Elem
4701	159.11	141.18	57.7	284	143.4656	170.54849	172.16	204.66	-13.04	-63.48	Walsingham Elemen
1211	165.7	215.89	74.7	249	148.8882	177.80292	178.67	213.36	-12.96	2.53	Fairmont Park Eleme
1071	157.57	179	51.9	310	141.6067	168.06178	169.93	201.67	-12.36	-22.67	Dunedin Elementary
321	157.39	170.65	51	288	141.3208	167.67929	169.58	201.22	-12.19	-30.57	Belcher Elementary
4171	163.97	183.5	68.1	282	146.7727	174.97272	176.13	209.97	-12.16	-26.46	Skyview Elementary
4381	150.24	149.93	29.2	253	134.3498	158.35352	161.22	190.02	-10.98	-40.1	Sunset Hills Element
111	160.6	170.44	56.1	305	142.9279	169.82918	171.51	203.8	-10.91	-33.35	Azalea Elementary S

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Pinellas County Schools
Pay For Performance Results-Elementary Schools
2004-2005 S.Y.

School Number	Reading Gain	Math Gain	Lunch (FR%)	Number of Students	Expected RDG Gain	Expected Mth Gain	Required RDG Gain (120%)	Required MTH Gain (120%)	Reading Gain Outcome	Math Gain Outcome	School Name
1261	166.08	204.83	70.1	355	147.4302	175.85243	176.92	211.02	-10.84	-6.19	John M. Sexton Elerr
2301	144.92	134.64	13.8	319	129.4058	151.73945	155.29	182.09	-10.37	-47.44	Mc Mullen-Booth Ele
1331	147.98	165.55	19.9	403	131.3436	154.33187	157.61	185.2	-9.63	-19.65	Forest Lakes Elemer
371	168.79	179.73	72.7	246	148.2339	176.92749	177.88	212.31	-9.09	-32.58	Belleair Elementary S
4331	160.52	183.28	48.6	315	140.5307	166.6222	168.64	199.95	-8.12	-16.67	Starkey Elementary S
4351	168.24	164.83	65.2	273	145.8502	173.73871	175.02	208.49	-6.78	-43.66	Marjorie K. Rawlings
811	161.47	170.45	46.5	258	139.8718	165.74074	167.85	198.89	-6.38	-28.43	Cross Bayou Elemer
2371	172.66	166.34	74	235	148.6783	177.5221	178.41	213.03	-5.75	-46.69	Melrose Elementary
3231	175.45	79.08	76.7	30	149.5177	178.64504	179.42	214.37	-3.97	-135.29	Richard L. Sanders E
3511	158.1	125.52	30.3	413	134.6752	158.78887	161.61	190.55	-3.51	-65.03	Ridgecrest Elementa
1821	172.82	174.34	66.2	207	146.1644	174.15899	175.4	208.99	-2.58	-34.65	Doug Jamerson Elen
4491	170.83	154.85	55.8	319	142.8427	169.71526	171.41	203.66	-0.58	-48.81	Tarpon Springs Elem
3021	169.04	162.48	50	156	140.9876	167.23353	169.19	200.68	-0.14	-38.2	Orange Grove Eleme
3871	177.13	180.61	69.4	268	147.1942	175.53668	176.63	210.64	0.5	-30.03	Sandy Lane Element
4281	178.77	152.24	68.9	132	147.0459	175.33829	176.46	210.41	2.32	-58.17	South Ward Element
2921	158.26	153.22	14.2	332	129.5221	151.89502	155.43	182.27	2.84	-29.06	Oakhurst Elementary
3391	183.52	147.92	74.5	376	148.8144	177.70419	178.58	213.25	4.95	-65.32	Pinellas Park Elemer
3961	183.9	162.42	75.1	253	149.0162	177.9741	178.82	213.57	5.08	-51.15	Seventy-fourth Stree
7131	164.9	180.2	20	55	131.3913	154.39558	157.67	185.27	7.23	-5.07	Academie Davinci
4021	177.26	201.24	51.8	282	141.5548	167.99227	169.87	201.59	7.39	-0.35	Shore Acres Elemen
2531	186.86	216.93	74.9	200	148.9444	177.87806	178.73	213.45	8.12	3.47	Mount Vernon Schoc
1691	188.74	162.21	74.3	179	148.7612	177.63298	178.51	213.16	10.23	-50.95	Gulfport Elementary
2141	192.06	185.1	76.7	240	149.5177	178.64504	179.42	214.37	12.64	-29.28	Lealman Avenue Ele
851	175.64	186.21	27.8	335	133.8739	157.71684	160.65	189.26	15	-3.05	Curlew Creek Eleme
4931	196.18	246.12	80.9	246	150.8701	180.45418	181.04	216.55	15.14	29.57	Woodlawn School
7151	179.71	221.83	29	31	134.2805	158.26077	161.14	189.91	18.58	31.92	Athenian Academy
231	178.91	189.44	22.1	253	132.074	155.30895	158.49	186.37	20.43	3.07	Bay Vista Elementary
3561	202.63	175.82	71.6	211	147.8855	176.46144	177.46	211.75	25.17	-35.93	Rio Vista Elementary
4661	182.08	193.02	11.4	149	128.6433	150.71939	154.37	180.86	27.71	12.16	Tarpon Springs Func
51	192.08	152.42	29	231	134.2716	158.24882	161.13	189.9	30.95	-37.47	Anona Elementary S

TABLE 4
Pinellas County Schools
Pay For Performance Results-Middle Schools
2004-2005 S.Y.

School Number	Reading Gain	Math Gain	Lunch (FR%)	Number of Students	Expected RDG Gain	Expected Mth Gain	Required RDG Gain (120%)	Required MTH Gain (120%)	Reading Gain Outcome	Math Gain Outcome	School Name
171	76.21	88.64	46.5	1124	111.56771	108.38219	133.88	130.06	-57.67	-41.42	Bay Point Middle Sch
1281	86.82	102.9	56.4	1180	120.16731	108.98483	144.2	130.78	-57.38	-27.89	Fitzgerald Middle Sc
2321	99.41	113.8	67.6	1211	129.87669	109.66525	155.85	131.6	-56.44	-17.8	Meadowlawn Middle
121	95.65	90.27	63.8	1205	126.56835	109.43341	151.88	131.32	-56.23	-41.05	Azalea Middle Scho
1091	81.53	104.31	48.9	1133	113.62119	108.52609	136.35	130.23	-54.81	-25.92	Dunedin Highland M
4611	106.24	97.23	68.4	999	130.51735	109.71015	156.62	131.65	-50.38	-34.42	Tyrone Middle Scho
1831	96.06	96.02	55.2	862	119.10845	108.91063	142.93	130.69	-46.87	-34.67	Kennedy Junior High
3041	87.98	94.51	47.2	1145	112.11553	108.42058	134.54	130.1	-46.56	-35.59	Osceola Middle Sch
2261	79.17	100.18	38.5	1149	104.57204	107.89195	125.49	129.47	-46.31	-29.29	Madeira Beach Midd
3581	103.68	97.65	60.1	1007	123.32478	109.2061	147.99	131.05	-44.3	-33.4	Riviera Middle Scho
4061	100.32	89.19	53.7	1305	117.80343	108.81918	141.36	130.58	-41.04	-41.4	John Hopkins Middle
3411	108.58	96.63	61.2	1100	124.28135	109.27314	149.14	131.13	-40.56	-34.49	Pinellas Park Middle
141	99.77	87.93	51.9	1181	116.2317	108.70903	139.48	130.45	-39.71	-42.52	Largo Middle School
4581	68.07	79.19	21.2	1450	89.62375	106.8444	107.55	128.21	-39.48	-49.02	Tarpon Springs Midc
4631	104.84	91.06	55.4	551	119.22428	108.91875	143.07	130.7	-38.23	-39.64	Thurgood Marshal M
3191	70.32	91.44	18.9	1401	87.61685	106.70376	105.14	128.04	-34.82	-36.61	Palm Harbor Middle
731	64.38	94.11	11.4	536	81.06724	106.24477	97.28	127.49	-32.9	-33.38	Coachman Fundame
3741	83.11	100.68	26.3	1354	94.00674	107.15155	112.81	128.58	-29.7	-27.9	Safety Harbor Middk
2861	92.31	89.95	34.3	1048	100.91672	107.63579	121.1	129.16	-28.79	-39.21	Oak Grove Middle S
3931	75.41	84.13	17.4	1156	86.27966	106.61005	103.54	127.93	-28.13	-43.81	Seminole Middle Sc
531	75.78	96.63	17.5	1308	86.38387	106.61735	103.66	127.94	-27.88	-31.31	Joseph L. Carwise M
2151	143.45	146.05	77.7	323	138.62249	110.27814	166.35	132.33	-22.9	13.71	Lealman Intermediat
4231	84.49	108.06	18.2	621	86.98158	106.65924	104.38	127.99	-19.88	-19.93	Southside Fundame
3341	135.48	121.4	64.9	313	127.46975	109.49658	152.96	131.4	-17.48	-10	Clearwater Intermed
7171	89.84	91.97	7.7	130	77.86679	106.02049	93.44	127.22	-3.6	-35.26	Pinellas Preparatory

TABLE 5
Pinellas County Schools
Pay For Performance Results-High School
2004-2005 S.Y.

School Number	Reading Gain	Math Gain	Lunch (FR%)	Number of Students	Expected RDG Gain	Expected Mth Gain	Required RDG Gain (120%)	Required MTH Gain (120%)	Reading Gain Outcome	Math Gain Outcome	School Name
251	-67.78	-33.72	48.6	173	23.9197	47.0422	28.7	56.45	-96.49	-90.17	Bayside High School
6181	53.39	52.6	10.4	1341	72.1607	64.7628	86.59	77.72	-33.2	-25.12	East Lake High
4521	38.79	59.37	21.2	1128	58.4896	59.741	70.19	71.69	-31.4	-12.32	Tarpon Springs High School
3921	57.89	67.47	15.3	1204	65.9495	62.4812	79.14	74.98	-21.25	-7.51	Seminole High School
3031	31.05	45.45	35	1075	41.0716	53.3427	49.29	64.01	-18.24	-18.56	Osceola High School
2081	35.56	46.82	32.1	1321	44.7094	54.679	53.65	65.61	-18.09	-18.8	Largo High School
751	55.26	53.54	24.9	1496	53.7587	58.0031	64.51	69.6	-9.25	-16.06	Countryside High
431	28.71	52.79	43.3	1227	30.5876	49.4916	36.71	59.39	-8	-6.6	Boca Ciega High School
4681	82.71	53.68	8.4	1130	74.6344	65.6715	89.56	78.81	-6.85	-25.13	Palm Harbor University High
1081	60.04	61.04	28.8	1240	48.8863	56.2133	58.66	67.46	1.37	-6.42	Dunedin High
3781	58.33	71.61	30.7	1383	46.4357	55.3131	55.72	66.38	2.61	5.23	St. Petersburg High School
2031	52.17	53.96	35.4	1068	40.5455	53.1495	48.65	63.78	3.52	-9.82	Lakewood High School
1531	33.12	60.52	49.3	1288	22.9769	46.6959	27.57	56.04	5.55	4.49	Gibbs High School
2641	47.7	63.72	41.9	1218	32.3616	50.1432	38.83	60.17	8.87	3.55	Northeast High School
711	60.06	69.33	35.1	1199	40.9	53.2797	49.08	63.94	10.98	5.4	Clearwater High
7071	55.56	79.42	39.2	130	35.6979	51.3688	42.84	61.64	12.73	17.78	Dropout prevention
3421	57.14	64.03	41.5	1404	32.8009	50.3046	39.36	60.37	17.78	3.67	Pinellas Park High School
1031	58.16	60.06	42.2	1164	31.9698	49.9993	38.36	60	19.8	0.06	Dixie M. Hollins High School

Appendix A

The Agreement

Memo from Ron Stone
Needs to Be Scanned

Appendix A

The Agreement

Memo from Ron Stone
Needs to Be Scanned

Attachment C

“The Flowchart”

Chart from Behrokh