

Orange County Public Schools



WINNER

the broad prize
for urban education



Instructional Salary Comparisons
April 12, 2016

Salary Structure Comparisons

Big 7

I-4 Corridor

| District | Student Enrollment Ranking | Grandfathered | | Performance | | As of SY |
|--------------|----------------------------|---------------------------------------|------------|------------------------|----------------|----------|
| | | Beginning | Ending | Beginning | Ending | |
| Brevard | 10 | \$39,226 | \$59,881 | \$39,226 | \$59,881 | 2015-16 |
| | | HE: \$1,750 | E: \$1,312 | HE: \$1,751 | E: \$1,312 | |
| Broward | 2 | \$40,000 | \$71,250 | HE: \$40,661 | HE: \$74,285 | 2014-15 |
| | | | | E: \$40,000 | E: \$72,767 | |
| Duval | 6 | \$39,800 | \$73,900 | \$39,800 | \$73,900 | 2014-15 |
| | | | | HE: +\$2001 | E: +\$1,000.50 | |
| | | | | COLA raise only: \$500 | | |
| Hillsborough | 3 | \$37,569 | \$63,769 | \$38,001 | \$66,000 | 2014-15 |
| | | | | HE: +\$3,000 | E: + \$2,000 | |
| Lake | 18 | \$37,150 | \$56,550 | \$38,500 | \$57,900 | 2015-16 |
| | | \$1,350 | | HE: \$1,823 | E: \$1,357 | |
| Miami Dade | 1 | \$40,500 | \$71,385 | \$40,500 | \$71,385 | 2015-16 |
| | | | | TBD | | |
| Orange | 4 | Same as Performance Schedule | | \$39,000 | \$70,750 | 2015-16 |
| | | | | HE +\$3,100 | E: +\$2,000 | |
| Osceola | 14 | \$40,100 | \$63,000 | \$40,100 | \$63,000 | 2015-16 |
| | | \$700 | | HE: \$750 | E: \$550 | |
| Palm Beach | 5 | \$40,775 | \$76,930 | \$39,780 | \$75,230 | 2015-16 |
| | | | | HE: \$1,700 | E: \$1,275 | |
| Pinellas | 7 | \$40,745 | \$64,501 | \$40,294 | \$62,400 | 2015-16 |
| | | | | HE: \$1,651 | E: \$1,238.25 | |
| Seminole | 12 | \$39,000 | NA | \$39,000 | NA | Impasse |
| | | All teachers on G.F. schedule \$1,200 | | HE: \$1,232.59 | E: \$1,008.48 | |

Average Salary Comparison

Big 7
I-4 Corridor

| District | Average | Avg Yrs Exp | COLA vs. Orlando |
|--------------|----------|-------------|------------------|
| Broward | \$55,983 | 13.27 | 14% higher |
| Miami Dade | \$53,781 | 12.33 | 14% higher |
| Hillsborough | \$52,000 | 9.52 | 6% less |
| Palm Beach | \$50,548 | 13.68 | 12% higher |
| Orange | \$47,732 | 9.09 | Orlando Area |
| Seminole | \$47,594 | 12.63 | same |
| Pinellas | \$46,055 | 13.13 | 2% higher |
| Brevard | \$45,535 | 14.19 | 4% less |
| Duval | \$44,853 | 10.8 | 1% higher |
| Osceola | \$44,611 | 11.02 | 3% less |
| Lake | \$44,023 | 9.87 | 3% less |

Health Insurance Contribution Comparison

Big 7

I-4 Corridor

| District | Annual Employer Paid Insurance Contribution |
|--------------|---|
| Orange | \$8,146.00 |
| Miami Dade | \$7,860.00 |
| Duval | \$7,582.00 |
| Broward | \$7,286.00 |
| Seminole | \$6,491.70 |
| Brevard | \$6,142.30 |
| Palm Beach | \$5,700.00 |
| Pinellas | \$5,660.00 |
| Hillsborough | \$5,384.80 |
| Osceola | \$5,331.70 |
| Lake | \$5,018.60 |

OCPS Average Instructional Raises

| School Year | % or \$ Raise |
|----------------|---------------------|
| 06-07 | 7.0% |
| 07-08 | 4.02% |
| 08-09 | \$500 bonus |
| 09-10 | 1.35% |
| 10-11 | 1.8% |
| 11-12 | \$750 bonus |
| 12-13 | 1.57% |
| 13-14* | 5.5% |
| 14-15* & 15-16 | 6.3% +\$1,000 bonus |

Great Recession

*Opportunity for all teachers to earn a minimum of \$1,000 for summer professional development

Orange County Public Schools



WINNER

the broad prize
for urban education



Instructional Evaluation Comparisons

Instructional Final Summative Evaluation Ratings by Year

| Year | Number of HE teachers (w/o DP) | Highly Effective | Effective | Developing/Needs Improvement | Unsatisfactory |
|-----------|--------------------------------|------------------|-----------|------------------------------|----------------|
| 2011-12 | — | 1.64% | 97.36% | 0.98% | 0.01% |
| 2012-13* | — | 7.78% | 91.22% | 0.99% | 0.01% |
| 2013-14** | 97 | 83.10% | 16.67% | 0.23% | 0.00% |
| 2014-15 | 120 | 4.47% | 95.15% | 0.38% | 0.00% |

* DP pilot was voluntary for teachers in 12 selected schools

** DP implemented for all teachers

The DP Score was additive (a bonus) for the pilot and 1st year of full implementation

Orange Evaluation Plan vs. Broward & Duval

| 1. Evaluation System Used | Marzano | Marzano | Danielson |
|---|--|---|---|
| 2. Are all Design Questions eligible for reviewed and scored? | Yes | Yes. However we are focusing on DQ 2, 3 and 4 | NA |
| 3. Weighted Scoring: | | | |
| Domain 1 | 60% | 68% | Domain 1 is Planning & Preparation - 20% |
| Domain 2 | 20% | | Domain 2 is Classroom Environment - 20% |
| Domain 3 | 10% | 32% | Domain 3 is Instruction - 40% |
| Domain 4 | 10% | | Domain 4 is Professional Responsibilities - 20% |
| 4. Does your District use Conjunctive Scoring? | Yes | | |
| What is Innovating? | 60-65% at Innovating | We have a required amount of ratings needed. The ratings are averaged within iObservation and weighted by Domains to provide the IP score | Uses a 200 point system with 3 components |
| What is Applying? | 60-65% at Applying | | |
| What is Developing? | less than 60-65% at Applying | | |
| What is Beginning? | ≥ 50% of scores at Beg or Not using | | |
| 5. Final Scoring Ranges | 3.5-4.0: Highly Effective 2.5-3.49: Effective 1.5-2.49: Needs Improvement/Developing 1.0-1.49: Unsatisfactory | 3.450-4.000: Highly Effective 2.500-3.449: Effective 2.000-2.499: Needs Improvement/Developing 1.000-1.999: Unsatisfactory | 160-500 points: Highly Effective 80-159 points: Effective 45-79 points: Needs Improvement/Developing 0-44 points: Unsatisfactory |
| Final Scoring Formula | Status Score + Deliberate Practice = Instructional Practice Instructional Practice (at either 60% or 50%) + Student Growth (at either 50% or 40%) = Final | IP is 49%, DP is 1% an Student Growth is 50% Bargaining team is still discussing lowering Student Growth for 2015-16 | Administrator's score (up to 90 points)+Student Growth (up to 100 points) + IPDP (up to 10 points) Administrators = 45%, Student Growth = 50% and IPDP = 5% of the final score |
| 6. Cut scores for Student Growth | sets the student growth cut score so each teacher receives a 3.49. | | Per agreement with Duval Teachers United, teachers whose student growth scores fall below 25 points are not eligible to receive an effective or highly effective rating. |
| 7. Use Deliberate Practice as Multi-metric | yes | yes | IPDP used for the multi-metric instead of DP |
| How is Deliberate Practice Scored? | .4 added to Status Score for Innovating .3 added to Status Score for Applying 0 added to Status Score for Developing -.1 added to Status Score for Beginning -.2 added to Status score for Not Using | DP is worth 1% of the overall evaluation, is not added to the score after the fact | The IPDP is 10% of the final summative score |
| 8. Percentage of all Instructional Personnel | 4.47% Highly Effective 95.15% Effective .038% Needs Improvement/Developing 0% Unsatisfactory 16.13% not scored | 15.37% Highly Effective 83.78% Effective .77% Developing/Needs Improvement .07% Unsatisfactory 13.91% not scored | 13.3% Highly Effective 84.35% Effective 2.36% Developing/Needs Improvement 0% Unsatisfactory 13.67% not scored |

Each district collectively bargained its plan with the teacher union

Orange Evaluation Plan vs. Palm Beach, Miami-Dade, Pinellas

| | Orange | Palm Beach | Miami-Dade | Pinellas |
|---|--|--|--|---|
| 1. Evaluation System Used | Orange Marzano | Marzano | Instructional Performance Evaluation & Growth System (IPEGS) | Marzano |
| 2. Are all Design Questions eligible for reviewed and scored? | Yes | Yes | NA | Yes |
| 3. Weighted Scoring: | | | | |
| Domain 1 | 60% | Does not use weighted scoring | Domains 2-4, 8 = 8% Domains 5-7 = 6% Total: 50% | Classroom-68% Nonclassroom- 36% |
| Domain 2 | 20% | | | Classroom-14% Nonclassroom-27% |
| Domain 3 | 10% | | | Classroom-8% Nonclassroom-17% |
| Domain 4 | 10% | | | Classroom-10% Nonclassroom-20% |
| 4. Does your District use Conjunctive Scoring? | Yes | Similar | Scoring is based upon a rubric with four ratings (HE, E, Dev/Ni, U). Depending upon the Domain, the points associated with rating carries. This system applies to all teachers, regardless of years of experience. | Yes |
| What is Innovating? | 60-65% at Innovating | 51%-60% of Ratings at Level 4 for HE | | At least 65% at Innovating |
| What is Applying? | 60-65% at Applying | 51%-60% of Ratings at Level 3 for E | | At least 65% at Applying or higher |
| What is Developing? | Less than 60-65% at Applying | 51%-60% of Ratings at Level 2 for Dev/Ni | | At least 65% at Applying or higher and less than 50% at Beginning or Not Using |
| What is Beginning? | ≥ 50% of scores at Beg or Not using | 51%-60% of Ratings at Level 1 for Beginning | | Greater than or equal to 50% at Beginning or Not Using |
| 5. Final Scoring Ranges | 3.5-4.0: Highly Effective 2.5-3.49: Effective 1.5-2.49: NI/Dev 1.0-1.49: Unsatisfactory | Question not answered | 89-100 Points: Highly Effective 74-88 Points: Effective 37-73 Points: Dev/Ni 0-36 points: Unsatisfactory | 3.5-4.0: Highly Effective 2.5-3.49: Effective 1.5-2.49: NI/Dev 1.0-1.49: Unsatisfactory |
| Final Scoring Formula | Status Score + Deliberate Practice = Instructional Practice Instructional Practice (at either 60% or 50%) + Student Growth (at either 50% or 40%) = Final | See Below Instructional Practice (57%) + Deliberate Practice (10%) + Student Learning Growth (33%) = Final | Domain 1 (VAM) = 35%; Observations- Domains 2-8 = 50%; Deliberate Practice is 15% VAM (35%) + Observations (50%) + Deliberate Practice (15%) = Final | Instructional Practice 56.7% + Student Performance Data 33.3% + Deliberate Practice Score 10% = Final Score Administrators = Leadership Practice Score 56.7% + Student Performance Data 33.3% + Deliberate Practice 10% = Final Score |
| 6. Cut scores for Student Growth | sets the student growth cut score so each teacher receives a 3.49. | Highly Effective = 87% to 100%; Effective = 15% to 87%; Developing/NI = 2% to <15%; Unsatisfactory = 0% to <2% | If VAM Ratio < 3, assign 8.75 points; If 3 ≤ VAM Ratio < -1, assign 17.5 points; If -1 ≤ VAM Ratio ≤ 2, assign 26.25 points; If VAM Ratio > 2, assign 35 points | If a state-standardized assessment is available for a course, only that assessment will be used in the Student Performance portion of the evaluation. In cases where the local assessment is not ready or available, the district will derive the Student Performance score using |
| 7. Use Deliberate Practice as Multi-metric | yes | yes | yes | yes |
| How is Deliberate Practice Scored? | .4 added to Status Score for Innovating .3 added to Status Score for Applying 0 added to Status Score for Developing -.1 added to Status Score for Beginning -.2 added to Status score for Not Using | HE: Grow 2 levels or score Innovating Effective: Grow 1 level Dev/Ni: No Growth Unsat: Element not rated during any observation | 15 points for HE 15 points for Effective 0 points for Dev/Ni 0 points for Unsatisfactory | Deliberate Practice counts 10% of final score 4 = Highly Effective 3 = Applying 2 = Developing 1 = Beginning |
| 8. Percentage of all Instructional Personnel | 4.47% Highly Effective 95.15% Effective .038% Needs Improvement/Developing 0% Unsatisfactory 16.13% not scored | 42.69% Highly Effective 56.55% Effective 75% Dev/Ni .01% Unsatisfactory 16.90% not scored | 34.85% Highly Effective 63.96% Effective 1.17% Dev/Ni .10% Unsatisfactory 25.47% not scored | 28.4 % Highly Effective 70.4% Effective .7 % Needs Improvement .5% Developing 0% Unsatisfactory |

Each district collectively bargained its plan with the teacher union

Orange Evaluation Plan vs. Seminole & Osceola

| | Orange | Seminole | Osceola |
|---|---|---|---|
| 1. Evaluation System Used | Marzano | Marzano | Marzano |
| 2. Are all Design Questions eligible for reviewed and scored? | Yes | Yes | Yes |
| 3. Weighted Scoring: | | | |
| Domain 1 | 60% | 30% (D2, D3, D4 combined) | 60% |
| Domain 2 | 20% | | 20% |
| Domain 3 | 10% | | 20% |
| Domain 4 | 10% | | is calculated with Student Growth at 20% |
| 4. Does your District use Conjunctive Scoring? | Yes | | |
| What is Innovating? | 60-65% at Innovating | 65-75% at Innovating | uses a weighted average |
| What is Applying? | 60-65% at Applying | 65-70% at Applying | |
| What is Developing? | less than 60-65% at Applying | less than 65-70% at Applying and less than 30% at Beg or Not using | |
| What is Beginning? | ≥ 50% of scores at Beg or Not using | at least 30% at Beg or Not using | |
| 5. Final Scoring Ranges | 3.5-4.0: Highly Effective | 3.5-4.0: Highly Effective | 3.5-4.0: Highly Effective |
| Final Scoring Formula | 2.5-3.49: Effective | 2.5-3.49: Effective | 2.0-3.49: Effective |
| | 1.5-2.49: Needs Improvement/Developing | 1.5-2.49: Needs Improvement/Developing | 1.5-1.99: Needs Improvement/Developing |
| | 1.0-1.49: Unsatisfactory | 1.0-1.49: Unsatisfactory | 0-1.49: Unsatisfactory |
| | Status Score + Deliberate Practice = Instructional Practice | Status Score + Deliberate Practice = Instructional Practice | Status Score (90%) + Deliberate Practice (10%) = Instructional Practice |
| | Instructional Practice (at either 60% or 50%) + Student Growth (at either 50% or 40%) = Final | Instructional Practice (at either 65% or 60%) + Student Growth (at either 50% or 40%) = Final | Instructional Practice (at 45%) + Student Growth (at 35%) + Professional & Ethical Behaviors (at 20%) = Final |
| 6. Cut scores for Student Growth | sets the student growth cut score so each teacher receives a 3.49. | sets the student growth cut score so each teacher receives a 3.49. | VAM for state tests, pre and post for District tests |
| 7. Use Deliberate Practice as Multi-metric | yes | yes | as one of two additional measures |
| How is Deliberate Practice Scored? | .4 added to Status Score for Innovating | Deliberate Practice counts 10% of the IP | Deliberate Practice counts 10% of the IP |
| | .3 added to Status Score for Applying | 4 = Innovating | (Current Year – Baseline Year) / Baseline Year = Percentage of Change |
| | 0 added to Status Score for Developing | 3 = Applying | 4 = 75% or higher |
| | -.1 added to Status Score for Beginning | 2 = Developing | 3 = 50% to 74% |
| | -.2 added to Status score for Not Using | 1 = Beginning | |
| 8. Percentage of all Instructional Personnel | 4.47% Highly Effective | 60.70% Highly Effective | 42.72% Highly Effective |
| | 95.15% Effective | 27.29% Effective | 43.52% Effective |
| | .038% Needs Improvement/Developing | 0.2% Needs Improvement/Developing | 2.56% Needs Improvement/ Developing |
| | 0% Unsatisfactory | 0% Unsatisfactory | 1.99% Unsatisfactory |
| | 16.13% not scored | 12.44% not scored | 9.2% not scored |

Each district collectively bargained its plan with the teacher union

Orange Evaluation Plan vs. Lake and Brevard

| | Orange | Lake | Brevard |
|---|--|--|---|
| 1. Evaluation System Used | Marzano | Marzano | Hybrid (Marzano/Danielson) |
| 2. Are all Design Questions eligible for reviewed and scored? | Yes | Yes | Yes |
| 3. Weighted Scoring: | | | Domains 1 - 5 are equally 6% each, for a combined total of 30% of the Professional Practices |
| Domain 1 | 60% | 68% | |
| Domain 2 | 20% | 14% | |
| Domain 3 | 10% | 8% | |
| Domain 4 | 10% | 10% | |
| 4. Does your District use Conjunctive Scoring? | Yes | No | No |
| What is Innovating? | 60-65% at Innovating | 75%/65% at Innovating for a 4.0; 50% for 3.5 | |
| What is Applying? | 60-65% at Applying | 75%/65% at Applying for a 3.0 | |
| What is Developing? | less than 60-65% at Applying | less than 75%/65% at Applying for a 2.0 | |
| What is Beginning? | ≥ 50% of scores at Beg or Not using | ≥ 50% of scores at Beg or Not using for 1.0 | |
| 5. Final Scoring Ranges | 3.5-4.0: Highly Effective 2.5-3.49: Effective 1.5-2.49: Needs Improvement/Developing 1.0-1.49: Unsatisfactory | 3.5-4.0: Highly Effective 2.5-3.49: Effective 1.5-2.49: Needs Improvement/Developing 1.0-1.49: Unsatisfactory | 88-100 Highly Effective 69-87 Effective 46-68 Needs Improvement 0-45 Unsatisfactory |
| Final Scoring Formula | Status Score + Deliberate Practice = Instructional Practice Instructional Practice (at either 60% or 50%) + Student Growth (at either 50% or 40%) = Final | Status Score + Deliberate Practice = Instructional Practice Instructional Practice (at either 65% or 60%) + Student Growth (at either 50% or 40%) = Final | 50% Professional Practices, 50% Student Academic Performance |
| 6. Cut scores for Student Growth | sets the student growth cut score so each teacher receives a 3.49. | uses Standard Deviations from the Mean (4.0) JE: +1.200 (3.5) E-Tier I: +0.001 to 1.199 (3.0) E-Tier 2: -0.999 to 0.000 (2.0) NI/DEV: -1.999 to -1.000 (1.0) Unsat: -2.000 | 50% Student Academic Performance (45% - Individual accountability for student academic performance / value added growth measures, 5% Collaborative team student achievement results related to closing the achievement gap of the lowest 25% in Reading and /or Math) |
| 7. Use Deliberate Practice as Multi-metric | yes | yes | yes |
| How is Deliberate Practice Scored? | .4 added to Status Score for Innovating .3 added to Status Score for Applying 0 added to Status Score for Developing -.1 added to Status Score for Beginning -.2 added to Status score for Not Using | DP is 20% of Instructional Practice Score Innovating = 4 Applying = 3 NI/Dev = 2 Unsat = 1 | DP is 16% of the Professional Practices (6% Development, 10% Implementation) Development: (Distinguished - 6, Proficient - 5, Professional Support Needed - 3, Unsatisfactory - 1) Implementation: (Distinguished - 4, Proficient - 3, Professional Support Needed - 2, Unsatisfactory - 1) |
| 8. Percentage of all Instructional Personnel | 4.47% Highly Effective 95.15% Effective .038% Needs Improvement/Developing 0% Unsatisfactory 16.13% not scored | 15.8% Highly Effective 83.2% Effective .5% Developing .4% Needs Improvement 0% Unsatisfactory | 51.9% Highly Effective 37.3% Effective .78% NI/Dev 0% Unsatisfactory 10.1% not scored |

Lake collectively bargained its plan with the teacher union.

Brevard does not.

Brevard Value-Added Measures

| Elementary VAM Cut Scores | | Middle / High / Alt VAM Cut Scores | |
|---------------------------|-----------------|------------------------------------|-----------------|
| District Points | VAM Score Range | District Points | VAM Score Range |
| 45 | E 2.0 and Above | 45 | E 3.0 and Above |
| 44 | 1.76 to 1.99 | 44 | 2.56 to 2.99 |
| 43 | 1.67 to 1.75 | 43 | 2.08 to 2.55 |
| 42 | 1.56 to 1.66 | 42 | 1.62 to 2.06 |
| 41 | 1.45 to 1.55 | 41 | 1.16 to 1.60 |
| 40 | 1.34 to 1.44 | 40 | 0.70 to 1.14 |
| 39 | 1.23 to 1.33 | 39 | 0.24 to 0.67 |
| 38 | 1.12 to 1.22 | 38 | 0.14 to 0.20 |
| 37 | 1.01 to 1.11 | 37 | 0.07 to 0.13 |
| 36 | 0.76 to 0.99 | 36 | 0.22 to 0.66 |
| 35 | 0.22 to 0.75 | 35 | 0.11 to 0.22 |
| 34 | 0.13 to 0.21 | 34 | 0.05 to 0.21 |
| 33 | 0.04 to 0.34 | 33 | 0.01 to 0.42 |
| 32 | 0.00 to 0.45 | 32 | 0.01 to 0.52 |
| 31 | 0.00 to 0.56 | 31 | 0.71 to 0.82 |
| 30 | 0.71 to 0.82 | 30 | 0.81 to 0.91 |
| 29 | 0.88 to 0.98 | 29 | 0.91 to 0.92 |
| 28 | 0.99 to 1.00 | 28 | 1.01 to 1.02 |
| 27 | 1.26 to 1.3 | 27 | 1.11 to 1.20 |
| 26 | 1.31 to 1.33 | 26 | 1.21 to 1.33 |
| 25 | 1.42 to 1.43 | 25 | 1.31 to 1.33 |
| 24 | | 24 | 1.41 to 1.43 |
| 23 | | 23 | 1.51 to 1.43 |
| 22 | | 22 | 1.61 to 1.55 |
| 21 | | 21 | 1.71 to 1.62 |
| 20 | | 20 | 1.81 to 1.72 |
| 19 | | 19 | 1.91 to 1.82 |
| 18 | | 18 | 2.01 to 1.92 |
| 17 | | 17 | 2.11 to 2.01 |
| 16 | | 16 | 2.21 to 2.11 |
| 15 | | 15 | 2.31 to 2.21 |