

Rudolph F. Crew, Ed.D., Superintendent of Schools

SUBJECT: REQUEST AUTHORIZATION TO PILOT THE IMPLEMENTATION OF THE MANAGERIAL EXEMPT PERSONNEL (MEP) INCENTIVE PLAN AT 24 SELECTED SCHOOLS, AND WITH SIX REGIONAL SUPERINTENDENTS AND THIRTEEN MEMBERS OF THE SUPERINTENDENT'S CABINET

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

The Superintendent requests authorization to conduct a pilot study of the MEP Incentive Plan Program from January 2, 2006 through June 30, 2006. The final performance results will be reported by July 31, 2006. The purpose of the pilot study is to pre-test the newly designed incentive pay program and procedures based upon a balanced scorecard approach that will reward employees for achieving and improving key performance indicators which support the District's Strategic Plan.

Participants in the MEP Incentive Plan pilot study will include the principals of twenty-four (24) schools, six (6) Regional Superintendents and thirteen (13) members of the Superintendent's Cabinet. The 24 schools were selected to be representative of three cohorts, defined by socio-economic status, mobility, and language. In addition, the 24 schools are representative of small versus large school populations, inner city versus suburban schools, School Improvement Zone (SIZ) and Schools Targeting Excellence in Literacy, Learning and Reading (STELLAR), Title I versus Non-Title I schools, every region and voting district.

The pilot study will include professional development sessions to be conducted by Teacher Excellence through Compensation (TEC) as well as several follow-up and facilitation activities. The pilot study will be evaluated by the MEP Accountability and Performance Council which include cabinet members from the following offices: Accountability and Systemwide Performance, Curriculum and Instruction, Human Resources and School Operations. The Council will be charged with ensuring that improvements are made in the MEP Incentive Program before full implementation to all full-time MEP employees takes place in the 2006-2007 school year.

The maximum amount possible to be paid to participants in the pilot is \$262,752 (assumes all 43 participants hit all performance targets at 125%). Appropriations for this project have been budgeted in the 2005-2006 General Fund Budget and will be rolled over to the 2006-2007 budget for payment.

The MEP Incentive Plan pilot study will facilitate the successful implementation of the incentive pay program to all 1,389 MEP employees in the 2006-2007 school year.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, authorize the Superintendent to conduct the MEP Incentive Plan Pilot Study with 24 selected schools, six Regional Superintendents and thirteen members of the Superintendent's Cabinet for a period of six months from January 2006 through June 2006. Appropriations for this project have been budgeted in the 2005-2006 General Fund Budget and will be rolled over to the 2006-2007 budget for payment.

Selected Schools for MEP Incentive Plan

Cohort	School	School Level	Regional Center	Enrollment
1	Coral Gables Elementary School	E	4	766
	Kendale Elementary School	E	5	602
	Highland Oaks Middle School	M	2	2557
	Herbert Ammons Middle School	M	6	1128
	Miami Palmetto Senior High School	S	5	3380
	New World School of the Arts	S	4	469
	Kenwood K-8 Educational Center	K-8	5	1146
	Neva King Cooper Educational Ctr.	K-12	6 ESE	115
	Hialeah Gardens Elementary School	E	1 Title I	1503
	Royal Green Elementary School	E	5 Title I	860
2	Miami Lakes Middle School	M	1	1499
	Rockway Middle School	M	3	1414
	Miami Beach Senior High School	S	2	2296
	Miami Springs Senior High School	S	3 STELLAR	3314
	Leisure City K-8 Educational Center	K-8	6 ZONE/Title I	1831
	Miami D. MacArthur North Senior High School	A	1 Alternative	288
	Paul Lawrence Dunbar Elementary School	E	4 ZONE/Title I	543
	G.K.Edelman/Sabal Palm Elementary School	E	2 Title I	982
	Miami Edison Middle School	M	4 ZONE/Title I	958
	Homestead Middle School	M	6 STELLAR-Title I	1316
3	Miami Norland Senior High School	S	2 ZONE	2542
	Miami Jackson Senior High School	S	4 ZONE/Title I	1803
	Jan Mann Opportunity School	A	1 Alternative	Variable
	George T. Baker Aviation	V	3 Voc/Adult	786