

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

**SUBJECT:           REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AUTHORIZE THE SUPERINTENDENT TO IMPLEMENT THE MANAGERIAL EXEMPT PERSONNEL (MEP) SCORECARD INCENTIVE PLAN FOR ALL MEP EMPLOYEES DURING THE 2006-2007 SCHOOL YEAR**

**COMMITTEE:       SCHOOL SUPPORT ACCOUNTABILITY**

The Superintendent requests authorization to implement the Managerial Exempt Personnel (MEP) Incentive Plan for the approximately 1,400 MEP employees during the 2006-2007 school year. The plan aligns objective employee job performance targets to the District's Strategic Plan, Board-approved reform initiatives, and the School Improvement Plans. All MEP employees will have a scorecard and be eligible for incentive pay for the 2006-2007 fiscal year. By achieving designated goals and objectives, employees will receive a monetary reward for high performance.

The MEP Incentive Plan is an integral part of the new MEP Performance Management System which was structured to improve the evaluation system's usefulness in providing consistent, practical, and timely feedback regarding job performance. Historically, over 90% of MEP employees have received "distinguished" evaluations, while a strategic analysis of the state of the District in 2004-2005 indicated a need for significant reform in the areas of academic achievement, business/fiscal practices, employee development, and community engagement.

The performance against job targets or scorecard results component is a critical part of the overall MEP Performance Management System. This full roll-out of the MEP Scorecard Incentive Plan is based on the feedback obtained from the MEP Scorecard pilot study conducted during the past year with a sample of school site and non-school site MEP employees. Incentive pay will be determined based on reaching the targets set on individualized scorecards. The following are the proposed steps:

1. *Establish Performance Targets:* By September 30, 2006, all MEP assessees and assessors will agree on performance targets and professional growth activities. These targets are based on the District Strategic Plan (Revised) – Goals and Objectives, Board-approved reform initiatives, and the School Improvement Plans.
2. *Conduct Mid-Year Performance Review:* During December 2006 and January 2007, all available performance data will be reviewed and agreed upon by the assessees and assessors. If needed, interventions and changes in strategies will be established as part of the continuous improvement cycle.
3. *Conduct an End-of-Year Performance Evaluation:* By June 30, 2007, during the evaluation review, the incentive pay will be determined for each MEP employee.

The incentive pay will be distributed at the end of August 2007 for MEP employees who } Revised  
qualify. The total amount possible to be paid to participants is \$1.4 million. Appropriations  
for this program have been budgeted in the 2006-2007 General Fund Budget and will be  
rolled over to the 2007-2008 budget for payment.

Copies of prototypes of MEP school-site and non school-site scorecards will be transmitted  
to the Board under separate cover and available for review in the Office of Board Recording  
Secretary, Room 924, and the Citizen Information Center, Room 158, 1450 NE Second  
Avenue, Miami, Florida 33132.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, authorize the  
Superintendent to implement the Managerial Exempt Personnel (MEP)  
Scorecard Incentive Plan for all MEP employees during the 2006-2007  
school year, in an amount not to exceed \$1.4 million.

The appropriations for this item will be included in the General Fund of  
the 2006-2007 Tentative Budget to be recommended for adoption in  
August 2006.