



**School District of Altoona**  
**Alternate Compensation Model Evidence Verification Form**

**Annual Base Increments—Added to Base Salary**

- Completed PPG—\$500
- Three Approved Premiums—\$500
  - Leadership Team
  - Educator Effectiveness Coach
  - Curriculum Work (min of 10 hours)
  - Approved Committees—2016-2017
    - \_\_\_\_\_
    - \_\_\_\_\_
  - Lead Professional Development
    - \_\_\_\_\_
    - \_\_\_\_\_
  - Athletic/Co-curricular Coach/Advisor
    - \_\_\_\_\_
    - \_\_\_\_\_
  - RTI/PBIS Team
    - \_\_\_\_\_
    - \_\_\_\_\_
  - Approved Accredited Course (2 credit min.)
    - \_\_\_\_\_
    - \_\_\_\_\_
  - Successful Grant of \$500 or more
    - \_\_\_\_\_
    - \_\_\_\_\_

***Please highlight, in yellow, any Premiums that you would like to carry over to next year.***

**Summative Year Base Increments—Added to Base Salary**

- Positive Evaluation—\$500
- Movement to Next Career Stage—Please refer to Career Stage Indicators in the Alt Comp Model—\$1,000
  - Stage 1—Self Growth
  - Stage 2—Collaborative Growth
  - Stage 3—Building Leadership Growth
  - Stage 4—District Leadership Growth
  - Stage 5—Region/State Leadership Growth

**Other Base Increments—Added to Base Salary**

- Completed Master's Degree—Post Act 10—\$1,000
- Successful PDP Renewal—\$500
- National Board Certification—\$500

**Bonuses—Not Added to Base Salary**

- Building Report Card Significantly Exceeds—\$500
- Leadership Team—\$1,500
- Second Set of Three Premiums—\$500
  - \_\_\_\_\_
  - \_\_\_\_\_
  - \_\_\_\_\_

Name: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

## School District of Altoona Alternate Compensation Model Instructions

This form will help you to organize your artifacts in each of the Alt Comp areas. You will be meeting with your supervisor towards the end of the year to set your salary increase for the following year.

Your base pay can be increased in a variety of ways:

- Annual Base Increments:
  - Completion of your PPG or equivalent goal – Each of you should be working with your supervisor to set your PPG or equivalent \$500
  - Three Approved Premiums: \$500
    - Serve on your building Leadership Team
    - Serve as your building's Educator Effectiveness Coach
    - Perform a minimum of 10 hours of Curriculum Work – Please get prior approval from your supervisor and the District Director of Curriculum
    - The following can have up to two from each category:
      - Serve on Approved Committees – These are pre-populated.
      - Lead Professional Development – Please get prior approval from your supervisor. This must be ongoing with impact beyond your classroom.
      - Serve as an Athletic/Co-curricular Coach/Advisor
      - Serve on an RTI/PBIS Team
      - Take approved Accredited Course of two or more credits – Please get prior approval from your supervisor
      - Write a Successful Grant of \$500 or more – Please get prior approval from your supervisor. Grants must come to the school.
  - Premiums can be carried over for one year if you don't get three completed.
- Summative Year Base Increments:
  - Positive Evaluation \$500
  - Movement to the Next Career Stage – Please refer to the Career Stage Indicators in the Alt Comp Model \$1,000
    - All of the indicators, that your supervisor will be looking for, are spelled out in the plan.
    - Attach your artifacts for Career Stage movement to the evidence form.
- Other Base Increments:
  - Completed Master's Degree \$1,000
    - This is for those who either earn a Master's Degree after under the Alt Comp Model or those who earned it after Act 10 but before the Alt Comp Model took effect
  - Successful Completion of your Professional Development
  - National Board Certification \$500
- Bonuses – do not go on base salary:
  - Your building report card significantly exceeds \$500
  - Serve on the Leadership Team \$1,500 (in addition to the Premium)
  - Second set of three Premiums \$500