

AMO Measure for SOAR Compensation Plan for 2015-16 School Year

**Chester County High School – ACT (administered to juniors in spring 2016)**

3 Pathways to Success:

1. Meeting a majority of the ACT sub-score targets:
  - a. ELA target= 19.8
  - b. Math target= 18.7
  - c. Reading target= 20.0
  - d. Science target= 20.0

*\*These targets range from 1% - 2.5% increase from previous yearly results with CCHS juniors of ACT testing.*

2. A target percentage for meeting all four ACT College Readiness Benchmarks of 16% is met or exceeded. (ACT College Readiness Benchmarks are: ELA= 18, math= 22, Reading= 22, Science= 23).
3. A safe harbor measure of an average composite score of 21 of all juniors tested.

*Meeting one of these pathways will award teachers at Chester County High School with LOE scores of 3, 4, or 5 an \$800 bonus.*

**Chester County Junior High School – ACT Explore (administered to eighth graders in spring 2016\*)**

3 Pathways to Success:

1. Meeting a majority of the ACT Explore sub-score targets:
  - a. ELA target= 15.1
  - b. Math target= 15.6
  - c. Reading target= 14.2
  - d. Science target= 16.5

*\*These targets reflect a 2% increase from previous yearly results with CCJHS eighth graders of ACT Explore testing.*

2. A target percentage for meeting all four ACT College Readiness Benchmarks of 17.8% is met or exceeded. (ACT College Readiness Benchmarks based on the Explore are: ELA= 13, math= 17, Reading= 16, Science= 18).
3. A safe harbor measure of an average composite score of 15.5 of all eighth graders tested.

*Meeting one of these pathways will award teachers at Chester County Junior High School with LOE scores of 3, 4, or 5 an \$800 bonus.*

***\*ACT Explore test will be purchased for a spring 2016 administration used for this bonus determination.***

**PK-5= iReady Diagnostic Assessment (administered Fall 2015 and Spring 2016)**

2 Pathways to Success:

There will be a 2% increase of students scoring \*on or above grade level from the Fall administration to the Spring administration of the iReady Diagnostic Assessment.

The AMO will be MET in either of the following ways:

1. Minimum 2% increase in School-wide Reading
- OR
2. Minimum 2% increase in School-wide Math

Note: \*On or above grade level is equivalent to Proficient/Advanced.

*Meeting one of these pathways will award PK-5 teachers with LOE scores of 3, 4, or 5 an \$800 bonus.*

Revised 10/1/15