

MSFE Recognition and Reward Framework

District	
School	
Position	

Reward Opportunity	Opportunity Description	Opportunity Amount
	Base Opportunity	
	Total Potential Reward Opportunity	\$0

Base Reward Opportunity amount must be between \$1,000 and \$5,000

Up to 3 additional Opportunity amounts of \$1,000 or more may be added; total of additional lines cannot exceed \$2,500

Total Reward Opportunity amount cannot exceed \$7,500

	 Progress Toward Goal												
Performance-Based Reward	Performance-Based Measures	Base	10%	20%	30%	40%	50%	60%	70%	80%	90%	Goal	Weight	
	Individual Effectiveness												0.00	
	Evaluation Summative Rating									06	3.20	3.33	3.47	3.60
	Group Effectiveness												0.00	
	Weighted Measure Total (must equal 1)												0.00	

1-3 Individual Effectiveness measures required, weighted at .5-.75 of the total

1-3 Group Effectiveness measures required, weighted at .25-.5 of the total

A note about the progress columns: The Base column describes the minimum acceptable level of performance associated with a reward, and translates to \$0 in performance-based reward for a specific measure. For the summative evaluation rating, this minimum requirement must be a summative rating of Effective. The Goal column represents an aggressive yet attainable level of performance, and translates into a maximum performance-based reward for that measure. While educators may exceed the target in the Goal column, rewards reach a maximum at this point.

Growth & Leadership Recognition	Role Description	Recognition Amount
	Total Potential Recognition Amount	\$0

Total Potential Recognition amount cannot exceed \$2,500