



Through a system of Incentive Cache© - that can be awarded or rescinded - employees can earn both financial and non-financial incentives they choose and value – after their performance is evaluated and rated. It’s all based on a legally defensible and precise job description – and 5-point performance standards.

Performance Path© has been successfully implemented in a hedge fund, hospital, insurance company and governmental organization in the Grand Cayman Islands.

Now, there’s a system to differentiate individual performance – and pay employees accordingly. All employees don’t perform the same – and shouldn’t be paid the same.

Student performance will improve because:

#1. Innovation is rewarded

Teachers will know that successful classroom innovation will be recognized and rewarded

#2. Performance is measurable and job specific

Teachers will know what they’re supposed to do and how to do it

#3. Appraisals are objective and fair

Teachers will know HOW they will be evaluated.

#4. Extra effort is rewarded

Teachers will know what they can do to increase their pay

#5. Unacceptable behavior is defined and reduces rewards

Teachers will know what NOT to do – to lose pay

Performance Path© may also act as a cost containment strategy. Non-financial incentives can be more rewarding and less expensive than cash.

There are leadership, training and assessment components to complete the holistic approach to managing employee performance.

Job descriptions/evaluations can be customized to reflect strategic initiatives. For example: if the school district wanted to increase high-school graduation rates, factors that contribute to student retention would be identified in behavioral terms and included in each employee’s job description for measurement and evaluation. That’s accountability!

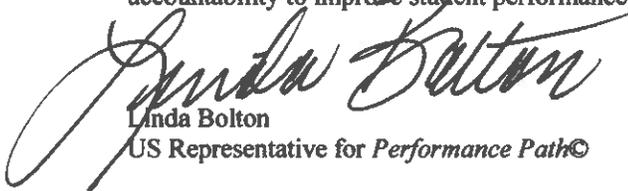
Performance Path© brings personal accountability to the job that is specific, observable and measurable. And it applies to all positions in the school and administration.

The bottom line: Performance Path© moves the organization from entitlements to achievements.

Mr. Obama, we know you’re seeking solutions to stubborn problems – and we believe we have the beginnings of a solution to dramatically improve public schools in this country and restore global competitiveness.

In the interest of full disclosure, we have obstacles to overcome as well. Currently, our successful track record is all in the Grand Cayman Islands, although the Cayman hedge fund will be expanding to the US in ’09.

We’ll be glad to discuss this revolutionary approach to performance management that establishes true individual accountability to improve student performance *by improving teacher performance*. Thank you for this consideration.


Linda Bolton
US Representative for *Performance Path©*



November 11, 2008

The Honorable Barack Obama
US President Elect
United States Senate
713 Hart Senate Office Building
Washington, DC 20510-1305

Re: Improving Public School Performance by Reforming Teacher Compensation

Dear President-Elect Obama,

Congratulations on your decisive win! Volunteers for your campaign had a terrific time celebrating your victory in Vero Beach, FL – a longstanding Republican stronghold.

As you get into the myriad problems facing our nation – we'd like to call your attention to a possible solution to the ongoing problem of - poor performing public schools.

For years, parents, educators and politicians have struggled to find a solution to poor performing schools. Throwing more money at the problem – has been remarkably unproductive. Mandating No Child Left Behind – while an admirable attempt – has proven problematic. Unable to 'fix' underperforming schools – Republicans gave up – and invented Vouchers as an escape valve.

Our research indicates we may have been paying teachers the wrong way all along.

Traditionally, teachers' salaries are based on their level of education and experience. But, a quote from Florida's Department of Education Website indicates, "*We know there to be no significant correlation between either years of teaching experience, or level of degree obtained – with actual growth in student performance. For example, the best and worst teachers in a district, as measured by higher student achievement levels, may have both served the district for 15 years and have attained the same education level, so currently they are paid the same.*"

At the heart of the matter lies the inability of educators to differentiate individual performance.

Treating all performance the same with across-the-board pay increases:

- #1. discourages high-achievers – who have earned a bonus but may not get one
- #2. discourages low performers from improving – as they get a raise anyway, and
- #3. discourages mid-level performers – as they don't know how to do better

To add to the problem – many school districts throughout the country are not providing any cost-of-living increases to teachers – due to a shortfall in tax revenues related to lower home values.

As we see it, the overall effect – is the current pay plan actually discourages teacher performance – and that directly impacts student performance.

There is a solution. It's called *Performance Path*©

Performance Path© is an employee performance management system and software program designed to optimize organizational performance and value. It interlocks IT technologies with organizational psychology, resulting in employees with a sense of ownership – because they have 'skin in the game'.