

**PERFORMANCE
BONUS
2018-19**

**HARMONY SUPPORTING TOP EDUCATORS
PROGRAM (H-STEP)**

TEACHER GOAL – STAAR

Current:

Approaches Grade Level Goal: Grow previous year score by 25% of “does not approach” - \$1000 per subject, \$2000 max

Masters Grade Level Goal: Grow previous year score by 1% of “does not master” - \$1000 per subject, \$2000 max

Proposed Option I – Separate goals for approaches, meets, masters grade level

- Goal 1: Approaches grade level
 - Grow previous year score by 20% of “does not approach” - \$750 per subject
 - Grow previous year score by 30% of “does not approach” - \$1500 per subject
- Goal 2: Meets grade level
 - Grow previous year score by 10% of “does not meet” - \$1000 per subject
 - Grow previous year score by 20% of “does not meet” - \$2000 per subject
- Goal 3: Masters grade level
 - Grow previous year score by 5% of “does not master” - \$1000 per subject
 - Grow previous year score by 10% of “does not master” - \$2000 per subject

TEACHER GOAL – STAAR

Current:

Approaches Grade Level Goal: Grow previous year score by 25% of “does not approach” - \$1000 per subject, \$2000 max

Masters Grade Level Goal: Grow previous year score by 1% of “does not master” - \$1000 per subject, \$2000 max

Proposed Option 2 – Average 3 performance levels (approaches, meets, masters) to have a single goal

- Goal: Domain I STAAR Portion Average – $(\text{Approaches} + \text{Meets} + \text{Masters}) / 3$
 - Grow previous year average by 10% of its complement - \$1000
 - Grow previous year average by 15% of its complement - \$2000
 - Grow previous year average by 20% of its complement - \$3000

TEACHER GOAL – NWEA MAP

Current: 65% Growth in Reading/Math - \$1500 per subject

Proposed:

- Multiple Growth Intervals for Tiered Bonus
 - 60% Growth from Fall to Winter - \$750 per subject
 - 70% Growth from Fall to Winter - \$1500 per subject
 - 80% Growth from Fall to Winter - \$3000 per subject

Option A: Fall to Winter growth for K-2

Option B: Fall to Spring growth for K-2

Option C: whichever is higher for K-2

SPED / ESL EDUCATOR GOAL – STAAR

Current:

Approaches Grade Level Goal: Grow previous year score by 25% of “does not approach” - \$250 per subject

Proposed Option 1 – Separate goals for approaches, meets, masters grade level

- Goal 1: Approaches grade level
 - Grow previous year score by 15% of “does not approach” - \$500 per subject
 - Grow previous year score by 20% of “does not approach” - \$1000 per subject
- Goal 2: Meets grade level
 - Grow previous year score by 5% of “does not meet” - \$750 per subject
 - Grow previous year score by 10% of “does not meet” - \$1250 per subject

Proposed Option 2 – Average 3 performance levels (approaches, meets, masters) to have a single goal

- Goal: Domain 1 STAAR PORTION Average – (Approaches + Meets + Masters) / 3
 - Grow previous year average by 5% of its complement - \$750 per subject
 - Grow previous year average by 10% of its complement - \$1250 per subject

ESL only: Current- TELPAS Goal: 45% proficiency & 10% growth, \$10000

Proposed: Domain 3 ELL component (42% proficiency on TELPAS) - \$1000

SPED / ESL EDUCATOR GOAL - NWEA

- **Current: 65% Growth in Reading/Math - \$1000 per subject**
- Multiple Growth Intervals for Tiered Bonus
 - 50% Growth from Fall to Winter - \$750 per subject
 - 60% Growth from Fall to Winter - \$1250 per subject
 - 70% Growth from Fall to Winter - \$1500 per subject

Proposed Change:

Option A: Fall to Winter growth for K-2

Option B: Fall to Spring growth for K-2

Option C: whichever is higher for K-2

ADMIN GOAL BONUS

Current:

- \$300 per distinction
- \$900 for 25% growth in Safeguards
- \$500 for College Readiness (55% Juniors & 70% Seniors) for HS admins
- \$500 for min. 95% attendance for ES/MS admins
- \$1000 for 80% teacher retention (principals only)

Proposed:

- Pre-requisite goal for all admins: 100% of teaching staff observed formally at least twice (no bonus if pre-req. not met)
- Pre-requisite goal for principals: 100% of teachers observed by principal at least once (no bonus if pre-req. not met)
- Less bonus for distinction (\$100/distinction, \$500 max) OR remove altogether
- STAAR Goal: Domain 1 Student Achievement – STAAR Component Score
- STAAR Goal: Domain 3 Closing the Gaps – Growth Status Goal (replacing Safeguards goal)
- NWEA Goal: School-wide Growth in Reading & Math

ADMIN GOAL BONUS

Proposed STAAR/NWEA Goals for Admins:

- STAAR Goal: Domain 1 Student Achievement STAAR Portion Average – (Approaches + Meets + Masters) / 3
 - Grow previous year average by 10% of its complement - \$1000
 - Grow previous year average by 15% of its complement - \$2000
 - Grow previous year average by 20% of its complement - \$3000
- STAAR Goal: Domain 3 Closing the Gaps STAAR Growth Status Targets for 6 subgroups (\$200 per subject per group)
 - All Students: 79% in Reading, 83% in Math
 - African American: 75% in Reading, 80% in Math
 - Hispanic: 77% in Reading, 81% in Math
 - SPED: 72% in Reading, 76% in Math
 - ELL: 76% in Reading, 81% in Math
 - Econ. Disadv.: 76% in Reading, 80% in Math
- NWEA Goal: School-wide Growth in Reading & Math Combined (Multiple Growth Intervals for Tiered Bonus)
 - 55% Growth from Fall to Winter - \$500
 - 60% Growth from Fall to Winter - \$1000
 - 65% Growth from Fall to Winter - \$1500

COLLEGE READINESS BONUS

- **Current Goals: 55% of Juniors & 70% of Seniors will be college-ready**
 - Admins: \$500 for meeting above goal based on SAT/ACT/TSI
 - Counselors: \$500 for meeting above goal only for seniors based on SAT/ACT/TSI, \$500 for postsecondary distinction
 - HS Teachers: \$1500 per measure for meeting above goal based on SAT/ACT and TSI separately
- **Proposed Goals:**
 - Tier 1 Goal: College-ready measured by SAT/ACT/TSI - 55% of Juniors & 70% of Seniors
 - Tier 2 Goal: College-ready measured by SAT only - 40% of Juniors & 55% of Seniors
 - Admins: \$250 for meeting Tier I Goal, \$250 for meeting Tier II Goal
 - Counselors: \$500 for meeting Tier I Goal, \$500 for meeting Tier II Goal, \$250 for Post-secondary distinction
 - HS Teachers: Same Tier goals but for subject-specific college-readiness (\$1500 per tier)

PRIORITY SCHOOL BONUS

- **Current Goal: Campus must exceed previous year's Index I score, \$50K distributed to all staff**
- Proposed Goal: Campus shows improvement in any one of the 3 domains as listed
 - Domain 1 Student Achievement: Increase previous year score, OR
 - Domain 2 School Progress: Receive an A or B rating, OR
 - Domain 3 Closing the Gaps: Meet growth targets for at least 60% of eligible categories
 - All Students: 79% in Reading, 83% in Math
 - African American: 75% in Reading, 80% in Math
 - Hispanic: 77% in Reading, 81% in Math
 - SPED: 72% in Reading, 76% in Math
 - ELL: 76% in Reading, 81% in Math
 - Econ. Disadv.: 76% in Reading, 80% in Math

OTHER STAFF

- Includes SPED/ESL support staff, engagement coordinator, PR coordinator, librarian, Teacher Assistant, operation manager, nurse, secretary, registrar, interventionist without a goal, T/F Coordinator, GT Coordinator
- **Current Bonus: \$250 per distinction designation, \$1000 max**
- Proposed Bonus:
 - Less bonus on distinctions (\$100 per distinction, max \$500)
 - Campus-wide performance goals (similar to admin)
 - NWEA MAP: 60% Growth from Fall to Winter, \$250
 - STAAR Domain I: Grow previous year average by 15% of its complement, \$250

NON-TESTED BONUS (SLOS)

- **Current Goal: 65% growth based on designed SLO, \$1000**
- Proposed Goal: Multiple growth targets for differentiated pay
 - 50% growth, \$500
 - 60% growth, \$750
 - 70% growth, \$1000

OTHER CONSIDERATIONS

- Adding TPRI goals for K-2 teachers (not well-received due to concerns with the way TPRI is administered)
- Adding PLTW end-of-course exam goals for HS PLTW teachers
 - Tier 1: 50% of registered students pass with 65% test participation rate (\$1500 per course)
 - Tier 2: \$75 for each student that pass with advanced level if Tier 1 goal is met