

PTISD Teacher Incentive Program (Overview)

The purpose of the PTISD Teacher Incentive Program is three-fold. First, the incentive program encourages academic success for struggling students. Second, the incentive program recognizes teacher expertise and effort. Third, it encourages teacher retention.

One part of the PTISD Teacher Incentive Program is based on a value-added growth model. While it is important that students achieve at high levels and success on the STAAR (State of Texas Academic Achievement and Readiness), it is equally important that students achieve a standard of academic growth each year.

For the value-added growth measure, PTISD will use the growth measure calculated using the STAAR data and the DMAC tool.

For the passing standard measure, PTISD will use the first round of STAAR data provided by TEA for each test. (Refer to chart on page 3 - 6.)

The Pine Tree ISD Teacher Incentive Program includes three award categories.

- Student Performance Gain for tests that have a growth measure
- Student Performance for tests that do not have a growth measure
- Advanced Academic Student/Gifted and Talented Student Mastery Level award

PTISD will seek input from teachers/staff in May/June 2018 for recommendations and/or updates to the Teacher Incentive Program.

Section I

Level I Award - Student Performance Gains

The Student Performance Gains award specifically focuses on the academic performance gains of students identified as economically disadvantaged (PEIMS). The most important variable in a successful education system in regard to student growth and progress is a quality teacher. Sixty-five percent of student progress can be directly attributed to the teacher, 30% to the school, and 5 percent to the district (Sanders, 2007). Student progress is measured by how much growth students make over a given period of time.

Part A

The Student Performance Gains award rewards teachers of core subjects in grades four through grade eight based on a calculated growth measure reported by TEA through the STAAR. Two End of Course areas will be included - English II and Algebra I. The growth

measure for English II and Algebra I will be calculated based on the growth measure reported by TEA on the STAAR.

Currently, the STAAR data provided information at three levels of growth:

- Limited growth
- Expected growth
- Accelerated growth.

The STAAR data provided by TEA measures one year's progress for the current year. The student must have prior year STAAR data in order for the progress to be calculated. The student growth is measured only for the following areas: 4-8 reading, 4-8 math, Algebra I, and English II.

- Award for Economically Disadvantaged students who make expected or accelerated growth
- Students will be identified through the PEIMS data on the October 27, 2017, snapshot date.
- Award for each economically disadvantaged student who achieves the Expected Year's growth (STAAR) is \$70 per student on tests specified in this section.
- Award for each economically disadvantaged student who achieves Accelerated growth (STAAR) is \$100 per student on tests specified in this section.

(Cost model - \$138,000 - see tab for Option 2 - Part A)

Level II Award - Student Performance

The Student Performance award for the following tested areas that do not have a growth measure:

Grade 3 - Reading and Math

Grade 4 - Writing

Grade 5 - Science

Grade 7 - Writing

Grade 8- Science and Social Studies

End of Course- English I, Biology, and US History

This award targets economically disadvantaged students who meet Approaches Standard (the current passing standard) on the test on the first administration of the STAAR test. The Student Performance award can only be calculated based on the Approaches Standard passing score on the STAAR exams because there is no prior data for these tests to measure growth.

- Award for Student Performance is \$50 per student for each economically disadvantaged student who meets Approaches Standard (current passing standard) on tests specified in this section
- Students will be identified through the PEIMS data on the October 27, 2017, snapshot date.

(\$83,000 based on ECD students and first administration of testing - see tab Option 2 Part B)

Level III Award - Advanced Academic Student/Gifted and Talented Student - Mastery Level

The Advanced Academic Student/Gifted and Talented Mastery award is earned for identified Gifted and talented students in grades 3 - 11 and students enrolled in an advanced, pre-Advanced Placement, or Advanced Placement course that has a corresponding STAAR test. The identified students who earn Mastery Level on a STAAR test during the first administration will be awarded \$50 per test.

- Award for Advanced Academic Student/Gifted and Talented Mastery is \$50 per test
- Gifted and Talented students are those identified through the PEIMS data on the October 27, 2017, snapshot date.
- Advanced Academic students are those enrolled in advanced courses, Pre-Advanced Placement Courses, and Advanced Placement courses through the PEIMS data on October 27, 2017, snapshot date.
- The Pre-Advanced Placement Courses and Advanced Placement courses will be identified through the PEIMS data

NOTE: A student may only be designated for one of the three award levels. A student's test results may not be used for more than one award in the Pine Tree ISD Teacher Incentive Program. If a student qualifies for two earned awards, the larger of the two will be awarded to the appropriate teacher.

Award Model Chart

| Student Performance Gains - Value Added Model | Grade Level | Tests | Students | Award Amounts |
|--|--------------------|--------------|-----------------|---|
| | Grade 4 | Reading | ECD only | Expected Year's growth = \$70 Or Exceeded Years Growth = \$100 |
| | | Math | ECD only | Same as above |

| | | | | |
|----------------------------|--------------------|---|-----------------|---|
| | Grade 5 | Reading (First Administration) | ECD only | Same as above |
| | | Math (First Administration) | ECD only | Same as above |
| | Grade 6 | Reading* | ECD only | Same as above |
| | | Math* | ECD only | Same as above |
| | Grade 7 | Reading | ECD only | Same as above |
| | | Math | ECD only | Same as above |
| | | PreAlgebra | ECD only | Same as above |
| | Grade 8 | Reading (First Administration) | ECD only | Same as above |
| | | Math (First Administration) | ECD only | Same as above |
| | | Algebra I | ECD only | Same as above |
| | Grade 9 | Algebra I EOC** | ECD only | Same as above |
| | Grade 10 | English II EOC | ECD only | Same as above |
| | | * The higher of the two scores from Grade 5 will be used for growth. **The higher of the two scores in Grade 8 math will be used for growth. | | |
| Student Performance | Grade Level | Tests | Students | Award Amounts |
| | Grade 3 | Reading | ECD only | Meets Approaches Standard (Passing Standard) = \$50 |
| | | Math | ECD only | |
| | Grade 4 | Writing | ECD only | |
| | Grade 5 | Science | ECD only | |
| | Grade 7 | Writing | ECD only | |

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|--|----------|----------------|----------|--|
| | Grade 8 | Science | ECD only | |
| | | Social Studies | ECD only | |
| | Grade 9 | English I EOC | ECD only | |
| | Grade 10 | Biology EOC | ECD only | |
| | Grade 11 | US History EOC | ECD only | |

| Advanced Academics/GT | Grade Level | Tests | Students | Award Amounts |
|------------------------------|--------------------|--------------------|---|--|
| | Grade 3 | Reading | Identified GT | Identified GT student at Mastery Level = \$50 |
| | | Math | Identified GT | Same as above |
| | Grade 4 | Reading | Identified GT | Same as above |
| | | Math | Identified GT | Same as above |
| | | Writing | Identified GT | Same as above |
| | Grade 5 | ELAR | Identified GT Student or student enrolled in Advanced Academics | Identified GT or Advanced Academic student at Mastery Level = \$50 |
| | | Science | Same as above | Same as above |
| | Grade 6 | ELAR | Same as above | Same as above |
| | | Math | Same as above | Same as above |
| | | Science | Same as above | Same as above |
| | Grade 7 | ELAR | Same as above | Same as above |
| | | Math - Pre-Algebra | Same as above | Same as above |
| | | Writing | Same as above | Same as above |
| | Grade 8 | ELAR | Same as above | Same as above |
| | | Math | Same as above | Same as above |
| | | Science | Same as above | Same as above |

| | | | | |
|--|----------|----------------|---------------|---------------|
| | | Social Studies | Same as above | Same as above |
| | | Algebra I EOC | Same as above | Same as above |
| | Grade 9 | English I EOC | Same as above | Same as above |
| | Grade 10 | English II EOC | Same as above | Same as above |
| | | Biology EOC | Same as above | Same as above |
| | Grade 11 | US History EOC | Same as above | Same as above |

Section II

Eligibility Criteria and Procedures for the Pine Tree ISD Teacher Incentive Plan

PTISD personnel must meet the following eligibility rules:

1. Personnel must be a classroom teacher. Teachers must be supervised and evaluated by the principal or assistant principal of the campus where they are serving students and must be responsible for instructional planning and the delivery of instruction in the targeted subject area.
2. A teacher must be continuously employed and continuously teach in a core subject area and grade level on the award model chart. Classroom teachers must teach in a core subject area and grade level continuously during the eligibility period, October 27, 2017 through June 1, 2018. Teachers who do not continuously meet these requirements during the eligibility period will not be eligible for PTISD Teacher Incentive Pay award.
3. If a student is served by more than one teacher per documented services for the core instruction, the award will be divided. The core classroom teacher will receive 60% of the award and the SPED inclusion teacher will receive 40% of the award. Both teachers must be responsible for delivering 100% of the daily core instruction for the subject area.

Enrichment periods, tutorials, Saturday camps, and other support services will not be included in the shared award.

Elementary GT services, dyslexia, speech, and reading support courses provide valuable tools and strategies for students to learn the TEKS. However, these services do not provide the majority of the instruction of the TEKS to the students and are not eligible for the awards.

4. When the class rosters are verified for the Teacher Incentive Program, the student may be “claimed” by only one teacher. Both the core classroom teacher and the co-teacher teacher would need to “claim” the student together.
5. If a student is assigned to PACE on the October 27, 2017, snapshot date and spends more than 90 days at PACE in an academic year, the PACE core teacher and the home campus will split the award. Sixty percent of the award will be earned by the PACE teacher for the direct instruction and 40% will be earned by the core campus teacher for the instructional planning.
6. Classroom teachers must have at least eight students in a class in order to be eligible to earn an award. Students in classes with fewer than eight students will not qualify for the awards regardless of the student’s PEIMS identification.
7. Teacher must complete a selected activity to confirm student rosters (linkage) and confirm their eligibility (verification). The 2017-18 roster verification and instructional linkage processes must be completed by each teacher using the District designated procedure by December 15, 2017.
8. Teacher must be certified through SBEC in the subject area he/she is assigned to teach for the incentive program. Teachers must have a valid and appropriate grade and subject area certificate for the position in which they function to be eligible in that award category, grade, and core subject area. Teacher certification must be on record for the District (Personnel Office) by December 15, 2017.
9. Teachers may not exceed 8 days of absences for the academic year. Absences for staff development and/or business days will not count against the teacher absence total if the days are approved by a PTISD Assistant Superintendent prior to the absence.

For the 2017-18 school year only, the attendance period for teachers will be November 1, 2017- June 1, 2018.

Approved leave for either School Business and/or Staff Development must be pre-approved by an Assistant Superintendent.

10. Teachers, who are placed on a growth plan during the 2017-18 school year and do not successfully complete the growth plan during the 2017-18 school year, will not be eligible for the teacher incentive awards.

If a teacher is placed on a growth plan during the school year (2017-2018) and successfully completes the growth plan during the same year, will be eligible for the teacher incentive award.

11. Teachers who are not full time employees are not eligible for the teacher incentive awards.
12. Substitute teachers including long term substitutes are not eligible for the teacher incentive awards.
13. Teachers who retire in good standing from Pine Tree ISD at the end of the 2017-18 school year will receive the award earned in the 2017-18 school year. If the data is available, the teacher retiring will receive his/her award at the end of the contract. However, the award will be provided no later than January 31, 2019.
14. Teachers may opt out of the teacher incentive program. Teachers who wish to opt out of the PTISD Teacher Incentive Plan must put their intention in writing prior to December 15, 2017, and hand deliver the request to the Assistant Superintendent for Human Resources and Student Services. Once the request to opt out of the PTISD Teacher Incentive Program is received, the Assistant Superintendent will send a confirmation email to the teacher.

Eligible teachers who do not opt out will be considered for the Pine Tree ISD Teacher Incentive Plan.
15. Teachers must return for the next school year (2018-2019 school year) in order to receive the award. The award will be presented to the teacher the following January. Teachers who do not return to PTISD for the 2018-19 school year will not be eligible for the award.
16. Teachers who have assignment transfers during the eligibility period (from the start of the school year 2017-18 until October 27, 2017) for the upcoming school year will remain eligible provided they continue to meet award category core subject area and grade requirements in their new assignment.

Teachers who have earned awards in the 2017-18 school year and who are promoted to an instructional coach, specialist, or administrative position in PTISD for the 2018-19 school year, may receive their earned award as long as they remain employed in PTISD for the 2018-19 school year.

Section III

Student Eligibility

Eligible students included in the calculation of the Pine Tree ISD Teacher Incentive Program (Student Performance Gain, Performance Award, and the Advanced Academics/GT Award) award models must meet the following eligibility criteria:

1. Student must be enrolled on or before the PEIMS fall snapshot date, October 27, 2017, through the first administration of the appropriate 2018 STAAR test.
2. Students must be enrolled in a core subject area grades 4-EOC and assigned to a teacher.
3. For the **Student Performance Gains**, only economically disadvantaged students who make expected or accelerated growth on the first administration of STAAR will be eligible.
 - a. Economically disadvantaged status will be determined by free or reduced lunch eligibility.
 - b. Economically disadvantaged status will originate from the PEIMS report (in Skyward) via the school nutrition software and is determined by meeting eligibility requirements outlined by federal law and the U.S. Department of Agriculture.
4. For the **Student Performance**, only economically disadvantaged students whose results have demonstrated the required passing standard on the first administration of STAAR will be eligible.
 - a. Economically disadvantaged status will be determined by free or reduced lunch eligibility.
 - b. Economically disadvantaged status will originate from the PEIMS report (in Skyward) via the school nutrition software and is determined by meeting eligibility requirements outlined by federal law and the U.S. Department of Agriculture.
5. For the Advanced Academic Student/Gifted and Talented Student award, only Gifted and Talented and/or Advanced Academic students identified in PEIMS (in Skyward) will be eligible for the award. The Advanced Academic students will be identified by the PEIMS class roster for a course using Skyward/PEIMS data. Both the Gifted and Talented students and the Advanced Academic students will be identified and recorded on October 27, 2017, using the PEIMS and Skyward data.
6. Value-added results will be based on the calculations provided by the STAAR data from TEA. Passing designations (Approaches Standard, Meets Standard, and Mastery Level) will be determined by the TEA STAAR accountability reports sent to Pine Tree ISD. All awards will be based on the first administration of the test for each student.

Section IV

Eligibility Review Period

1. The award verification process will begin with the identification of current 2017-2018 reading, math, science, and social studies content area teachers and class rosters.
2. The preliminary spreadsheet containing the identified staff will be sent to the school principals, the PTISD HR Department, and the CIA Department who will review the list and annotate additional staff to be included.
3. During the review process, students who do not meet the eligibility requirements (not enrolled by the PEIMS snapshot October 27, 2017 date) will be removed.
4. The class rosters will be reviewed and instructional time percentages will be calculated based upon the current (February 2018) students' schedules in Skyward.
5. This data will be collected in the DMAC system and also tracked locally. Instructional time is the amount of time a student receives instruction in a core content area. Instructional time will not be greater than 100% in any one core content area. Instructional time for each core content will be split between the general ed. content teacher and an inclusion content teacher. Instructional time percentages for each core class were based on the current students' schedules.

For example, if a student had two core classes in the same content area and was in each class the same amount of instructional time then the instructional time percentages were split in half with each student receiving 50% of the core instruction for that content area from each teacher. If, however, the student's instructional time was not equal, then a percentage was calculated based upon the amount of time the student was served in each instructional setting. The total instructional time for each student in one core content area could not exceed 100%. This instructional time calculation will be completed using the current rosters and the start/end times listed for each students' core class schedule listed in Skyward as of February 2017.

6. Teachers and principals will have the opportunity to verify, edit, and correct the instructional times listed through the teacher verification process. Teachers will have the opportunity to verify, correct, and link themselves to individual students whom they served and the amount of instructional time they served students through the teacher linkage process.
7. Teachers must have completed all required activities to confirm student rosters (linkage) and confirm their eligibility (verification) using PTISD designated tools by April 30, 2018.

Teacher Verification

1. Eligible teachers will have the opportunity to verify, correct, and link themselves to individual students whom they serve and the amount of instructional time they serve students through the teacher linkage process.
2. Teachers must complete all PTISD verification activities by the date specified to confirm student rosters (linkage) and confirm their (the teacher's) eligibility for an award using the tools and forms provided by PTISD by April 30, 2018.
3. Any teacher who fails to complete the required PTISD verification activities to confirm student rosters (linkage) and confirm their (the teacher's) eligibility will forfeit their award.
4. Information regarding the Pine Tree ISD Teacher Incentive Program will be posted on the PTISD website on November 17, 2017. Teachers will receive the requirements and deadlines via email and via faculty meetings.
5. After the teacher linkage deadline expires (midnight April 30, 2018 expired), PTISD moves the eligible rosters to the school administrator. Principals will verify that all teachers accessed the information and accurately completed the linkage process by Midnight May 17, 2018. Any students whose instructional time exceeded 100% will be reviewed and corrected. Underreported students will be identified, reviewed and corrected. Principals will have the ability to correct inaccurate coding such as demographics, and socio economic status. Principals will ensure that all eligible teachers were accurately linked with each student.

Section V

Earning an Award

Awards are based upon the value-added growth indicators and the passing requirements for the 2017-18 STAAR. . The value-added analysis is calculated by DMAC using all available years of TAKS/STAAR data. To earn an award, teachers must meet the requisites of the Award model shown below and meet all of the eligible teacher and student criteria in Section II and Section III. Teachers must also complete all of the linkage and verification procedures required in Section IV.

See Awards Model Chart in Section I.

Teacher award Amount Determinations

Teacher award amounts will be calculated once the 2017-2018 STAAR results have been received and uploaded to DMAC. Teacher award amounts are based on value-added growth and achievement. The valued added growth is the difference between a student's baseline performance (prior year's tests) and his/her performance (this year's tests).

The passing standard used in the Student Performance award is determined by the STAAR through ETS (Educational Testing Service) based on the student's performance on a STAAR test.

The Mastery Level Performance is determined by the STAAR through ETS (Educational Testing Service) based on the student's performance on a STAAR test.

The STAAR data and the calculations set by TEA will be the only calculations used to determine the awards.

Notification of Award Amount

Eligible staff will receive an award amount notification through a letter from the Human Resources Department during the first week of December 2018. Final payouts will be received no later than January 31, 2019.

Questions

Questions regarding award amount determinations or eligibility must be directed to Dr. Daya Hill via email dhill@ptisd.org.

Please review eligibility criteria prior to contacting Dr. Hill. Any questions regarding the amount determinations and/or eligibility must be presented in writing via an email.

Appeals

An appeals committee will review all written appeals which are submitted by the published deadline. The Appeals committee will include the following:

Assistant Superintendent for Curriculum and Instruction
Assistant Superintendent for Human Resources and Student Services
Director of PEIMS
Director of Finance
Coordinator of Special Programs
Director of SPED

Appeals must be submitted **in writing using the attached documentation form no later than 4:00 p.m. Friday, January 25, 2019** to dhill@ptisd.org **Appeals submitted after this**

deadline will not be reviewed. The committee will meet to review all written appeals by Friday, February 15, 2019. The committee will only review appeals regarding meeting eligibility criteria as adopted by the PTISD board of Trustees on September 11, 2017. **Eligibility criteria approved by the PTISD Board of Trustees will not be changed or amended.** Please complete and submit the Pine tree ISD Teacher Incentive Award Appeal documentation below, as well as other supporting documentation for consideration.

Notification for the Results of Appeal

Notifications regarding the results of the appeal will be submitted in writing by March 1, 2019 via postal service mail. Documentation to be reviewed are: Personnel file, attendance records, PEIMS 1 Staff Responsibility 2017-2018 SBEC data, Submission Report, STAAR Spring 2018 Results, 2017-18 Accountability campus report, and any other documentation submitted for review. The result of the appeals committee is final.

Dates for appeal may be adjusted if awards are made earlier than December 2018.