

Kemp Independent School District

KISD Will Provide Innovative Educational Opportunities So Students Achieve Their Potential

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Good morning Kemp ISD Yellowjackets!

Kemp ISD has implemented Incentive Pay for Teachers (K.I.P.) Performance Award for teacher's grades Kindergarten through 2nd grade in MAP test areas and 3rd through 12th grade in STAAR test subject areas. Paraprofessionals were eligible for the performance award as well if they directly instructed students.

K.I.P. award provides performance pay to teachers whose students' achievement results met the developed goals (see incentive pay rules) and other eligibility criteria.

All teachers with an attendance percentage of 95% or greater start off eligible. Teachers will be ineligible if a minimum of 6 students are not served or if the teacher did not meet the growth requirement for the test subject.

The total K.I.P. payoff this year was \$40,720.01. Performance summary by campus is displayed on the attached chart. KPS received \$6,990.01 in performance awards based off of MAP data. KIS received \$10,857.15, KJH received \$9,622.80 and KHS received \$13,250.05 in performance awards based off of STAAR data.

Campus staff was also eligible for \$100 per Distinction awarded according to the Texas Education Agency TAPR report. In order to receive the \$100 staff members must have met the 95% attendance requirement. The total amount awarded to eligible district staff for the Distinction awards was \$14,100. KPS, KIS, and KJH all received 1 distinction so they were eligible for \$100. KHS received 2 distinctions so they were eligible for \$200.

The district has an appeal process if there are any concerns regarding the performance awards or distinction awards. Staff members are to contact Dr. Angela Barton at 903-498-1111 or by email angela.barton@kempisd.net. Appeals will be reviewed from 11/5/18-11/28/18.

Congratulations on your accomplishments!
Dr. Lisa Gonzales