

Kemp Independent School District

Eligibility for the 2017-2018 Kemp Incentive Pay for Teachers (K.I.P.) Pay for Performance Award Model for Teachers Grades 3-EOC STAAR Test Subject Areas and Grades K-2 MAP tested areas is outlined below. This document contains important information concerning performance awards. Staff that may be impacted are strongly urged to read both documents carefully.

The Kemp ISD Incentive Pay for Teachers (K.I.P.) award model provides recognition and performance pay for Kemp ISD teachers grades K-EOC STAAR Test Subject Areas whose student achievement results meet developed goals.

Available Funding The total amount of funds approved for distribution in 2017-2018 will be determined by the Kemp ISD Board of Trustees.

Background The Kemp ISD Board of Trustees voted to implement a teacher performance pay model for grade level teachers in STAAR and MAP tested areas to encourage higher student achievement outcomes, and to close the gap between economically disadvantaged students and non-economically disadvantaged students. The target was to increase STAAR testing achievement throughout the district in all areas, and for all levels of learners including approaches standards, meets standards, and exceeds standards. Another area of focus was to improve EOC re-tester results.

Criteria for Awards The Kemp Incentive Pay for Teachers (K.I.P.) plan consists of four areas with defined goals in each area.

STAAR – EOC Goals (Grades 3 – EOC tests)

Writing

A. 4th Grade

- a.60% of students on the 2018 STAAR test meet the Approaches standard
- b.30% of students on the 2018 STAAR test meet the Meets standard
- c.10% of students on the 2018 STAAR test meet the Masters standard.

B.7th Grade

- a.70% of students on the 2018 STAAR test meet the Approaches standard
- b.30% of students on the 2018 STAAR test meet the Meets standard
- c.10% of students on the 2018 STAAR test meet the Masters standard

Math

A. Approaches

- a. 2017 STAAR overall scores below 80% - On the 2018 STAAR test 10% Growth with a Floor 70%
- b. 2017 STAAR overall scores at or above 80% < 90% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 90% - On the 2018 STAAR test Maintain scores

B. Meets

- a. 2017 STAAR overall scores below 40% - On the 2018 STAAR test 10% Growth with a Floor 40%
- b. 2017 STAAR overall scores at or above 40% < 50% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 50% - On the 2018 STAAR test Maintain Scores

C. Masters

- a. 2017 STAAR overall scores below 20% - On the 2018 STAAR test 10% Growth
- b. 2017 STAAR overall scores at or above 20% < 30% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 30% - On the 2018 STAAR test Maintain Scores

ELAR

A. Approaches

- a. 2017 STAAR overall scores below 80% - On the 2018 STAAR test 10% Growth with a Floor 70%
- b. 2017 STAAR overall scores at or above 80% < 90% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 90% - On the 2018 STAAR test Maintain scores

B. Meets

- a. 2017 STAAR overall scores below 40% - On the 2018 STAAR test 10% Growth with a Floor 40%
- b. 2017 STAAR overall scores at or above 40% < 50% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 50% - On the 2018 STAAR test Maintain Scores

C. Masters

- a. 2017 STAAR overall scores below 20% - On the 2018 STAAR test 10% Growth
- b. 2017 STAAR overall scores at or above 20% < 30% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 30% - On the 2018 STAAR test Maintain Scores

Science

A. Approaches

- a. 2017 STAAR overall scores below 80% - On the 2018 STAAR test 10% Growth with a Floor 70%
- b. 2017 STAAR overall scores at or above 80% < 90% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 90% - On the 2018 STAAR test Maintain scores

B. Meets

- a. 2017 STAAR overall scores below 40% - On the 2018 STAAR test 10% Growth with a Floor 40%
- b. 2017 STAAR overall scores at or above 40% < 50% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 50% - On the 2018 STAAR test Maintain Scores

C. Masters

- a. 2017 STAAR overall scores below 20% - On the 2018 STAAR test 10% Growth
- b. 2017 STAAR overall scores at or above 20% < 30% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 30% - On the 2018 STAAR test Maintain Scores

Social Studies

A. Approaches

- a. 2017 STAAR overall scores below 80% - On the 2018 STAAR test 10% Growth with a Floor 70%
- b. 2017 STAAR overall scores at or above 80% < 90% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 90% - On the 2018 STAAR test Maintain scores

B. Meets

- a. 2017 STAAR overall scores below 40% - On the 2018 STAAR test 10% Growth with a Floor 40%
- b. 2017 STAAR overall scores at or above 40% < 50% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 50% - On the 2018 STAAR test Maintain Scores

C. Masters

- a. 2017 STAAR overall scores below 20% - On the 2018 STAAR test 10% Growth
- b. 2017 STAAR overall scores at or above 20% < 30% - On the 2018 STAAR test 5% Growth
- c. 2017 STAAR overall scores at or above 30% - On the 2018 STAAR test Maintain Scores

Teachers would be rewarded in the following manner:

Teachers that meet the approaches goal – Teacher paid at a rate of \$45.00 per student who obtained the Approached grade level.

Teachers that meet the Meets goal – Teacher paid at a rate of \$60.00 per student who obtained the Meets grade level.

Teachers that meet the Masters goal – Teacher paid at a rate of \$75.00 per student who obtained the Masters Grade level.

Grades K – 2

Teachers would be paid if 70% of students perform at the National Mean average of student growth norms confirmed on the end of year MAP testing results in reading and math. Pay would be as follows

\$45.00 per student performing at Mean growth average

\$60.00 per student performing one standard deviation above Mean Growth average

\$75.00 per student performing at two standard deviation above Mean Growth average

High Stakes EOC Re-tester Pay

Teachers would be paid if they directly instruct students who are retaking a STAAR EOC test due to a having failed that test previously. Pay would be assigned as follows

1st time re-tester - \$75.00 per passer

2nd time re-tester - \$25.00 per passer

3rd time re-tester – \$20.00 per passer

School Distinction Awards

For each distinction school receives on the school's Texas Assessment Performance Report (TAPR) each assigned staff member will receive \$100.00.

The Kemp ISD Incentive for Teachers (KIP) Campus Academic Distinction Designation pay for performance award model provides recognition and performance pay for Longview ISD staff who are assigned to campuses who have earned Academic Distinction Designations as measured by the Texas Education Agency 2018 Accountability Distinction Designations.

Distinction designations are awarded in recognition of outstanding achievement in specific areas. Campus distinctions are based on indicators of student performance in comparison to forty similar campuses.

For 2018, distinction designations are awarded in the following areas:

- Academic Achievement in Mathematics
- Academic Achievement in Reading/English Language Arts
 - Academic Achievement in Science
 - Academic Achievement in Social Studies
- Academic Achievement in Dual credit Course Completion
 - Top 25 Percent: Student Progress
- Top 25 Percent: Closing Performance Gaps
 - Postsecondary Readiness

Timeline

- Potentially eligible staff completes the “linkage process”, which connects teachers and students, accounts for pupil mobility, and allows teachers to allocate percentage of instructional time.
- June 2018 - State assessment scores are uploaded to Euphoria for analysis. Analysis will include dates of enrollment in specific classes and schools.
- August 2018 – Administrative staff completes eligibility and categorization data.
- Payout calculated by Kemp ISD and preliminary notices posted.
- Payout to awardees occurs no later than December, 2018.

Other Important Information for Awardees:

Benefits will be deducted from the posted awards. The term “benefits” includes the matching portion that the district is required to pay on the employee’s behalf to the employee’s TRS and FIMM (Medicare) accounts as well as personal deductions for taxes and TRS that are normally paid by the employee.

- The Kemp Incentive Pay for Teachers (K.I.P.) pay for performance award may be added to the regular paycheck or provided in a separate check. The district will utilize direct deposit for those employees who utilize direct deposit.
- After all of the teachers eligible to receive an award have been identified and the amounts of the rewards have been tabulated, the remaining un-awarded funds will not be re-distributed to those who received an award. Un-awarded funds will be returned to the Kemp ISD general fund. Employees are urged to read the award model criteria carefully.
- Only teachers who teach in the identified subject areas are eligible for the award.

Eligibility Criteria:

In addition to other criteria published below and in the award model chart, personnel must meet the following eligibility rules:

1. Must be a classroom teacher or other eligible employee. Teachers must be supervised and evaluated by the 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. Classroom paraprofessionals who directly instruct students shall be eligible for awards.

2. Must be continuously employed throughout the school year. Teachers must be continuously employed during the eligibility period beginning on or before the PEIMS fall snapshot date, October 27, 2017, through the last day of school, May 25, 2018.

3. Must continuously teach in an identified subject area and grade level on the above mentioned reward model chart. Classroom teachers must teach in an identified subject area and grade level continuously during the eligibility period, October 27, 2017 through May 25, 2018. Teachers who do not continuously meet these requirements during the eligibility period will not be eligible for K.I.P. pay for performance award.

4. Classroom teachers must have a minimum of six students in order to be eligible to earn an award.

5. Must complete activities to confirm student rosters (linkage) and confirm their eligibility (verification). The 2017-2018 roster verification and instructional linkage processes must be completed by each teacher midnight May 10, 2018.

6.. Teachers must have an attendance rate of 95% or higher minus approved leave, to be eligible for performance awards. (Examples of types of approved leave are staff development leave, business meetings.) An appeal process will be in place for awardees who exceed the 95% attendance rate.

Additional Important Eligibility Criteria

1. Teachers who have assignment transfers during the eligibility period will remain eligible provided they continue to meet award category core subject area and grade requirements. Award categories for teachers who transfer will be based on which eligible award category held the greatest percentage of the school year (based on the 187-day duty schedule less any leave of absence).

2. Teachers who retired in good standing from Kemp ISD during the 2017-2018 school year and who have not taken any position with any other public, private, parochial, or charter school for the 2017-2018 school year as a retire-rehire or part-time employee, and who met the other eligibility criteria continue to be eligible for the K.I.P. pay for performance.

3. Substitute teachers including long term substitutes are not eligible for the K.I.P. pay for performance award.

4. Teachers who are not full-time employees are not eligible.

5. Teachers may “opt out” of the LIFT pay for performance award during the award verification process. Eligible teachers who do not opt out will be considered for K.I.P.

6. To promote the retention of high quality personnel, teachers who resign and do not return for the 2018-2019 school year will no longer be eligible for the award.

Eligible Student Criteria:

Eligible students included in the calculation of the K.I.P. award model 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. Pay will only be awarded for a student who meets the identified goal. A student can only be awarded in one category. Example: A student masters their ELAR STAAR test. The teacher would receive a reward of \$75.00 only. They would **not** receive a reward of \$45.00 for approaching, \$60.00 for meeting, and \$75.00 for mastering.
4. Results will be determined by an outside Independent evaluator.

Eligibility Review Period

The award verification process will begin with the identification of current 2017-2018 reading, math, science, social studies, and content area teachers (including support classes, i.e. labs, RTI teachers, etc.) and class rosters. The preliminary spreadsheet containing the identified staff will be sent to the school principals, and the KISD HR Department, who reviewed the list and annotated additional staff to be included. Students identified on the current rosters who did not meet the eligibility requirement (not enrolled by the PEIMS snapshot October 27, 2017 date) were removed. The class rosters were reviewed and instructional time percentages were calculated based upon the current (March 2018) students' schedules in TxEIS.

Instructional Time Percentage Calculation:

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 a supplemental (i.e. math lab, RTI, etc.) content teacher.

Instructional time percentages for each core class will be 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 will be 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. For example, if a student was served for the entire year in one class (class A) and only a semester in the second class (class B), then class A would have a percentage of 67% vs. 33% for class B. The total instructional time for each student in one core content area could not exceed 100%. If a student was served by the same teacher for both a general core content class as well as an additional lab class, the student's instructional time with that teacher could not exceed 100%.

This instructional time calculation will be done using the current rosters and the start/end times listed for each students' core class schedule listed in TxEIS as of March 2018 and was done prior to submitting the data to an outside Independent evaluator. Teachers and principals had the opportunity to verify, edit, and correct the instructional times listed through the teacher linkage process. The instructional time will be used to calculate value added.

Teacher Linkage:

Eligible 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.

Principal Verification of Teacher Linkage: After the teacher linkage deadline expires (midnight May 10, 2018), an outside Independent evaluator moved rosters that teachers have not already submitted up to the school, transferring edit capability from the teacher to the school administrator. Principals will verify that all teachers accurately completed the linkage process by Midnight June 4, 2018. Any students whose instructional time exceeded 100% must be reviewed and corrected. Underreported students are identified, reviewed and corrected. Principals ensure that all eligible teachers are accurately linked with each student

Teacher award Amount Determinations:

Teacher award amounts will be calculated once the 2017-2018 STAAR results have been received and reviewed by the outside Independent evaluator XXXX.

Notification of Award Amount:

Eligible staff will receive an award amount notification through a letter from the Human Resources Department during the week of December 17, 2018. Final payouts will be received in December 2018.

Questions and Appeals

Questions: Questions regarding award amount determinations or eligibility may be directed to Angie Ellis at 903-498-1312 or via email at angie.ellis@kempisd.org. Please review eligibility criteria prior to contacting Mrs. Ellis

Appeals: Appeals must be submitted in writing using the attached documentation form no later than 4:00 p.m. Friday, January 25, 2019 to angela.barton@kempisd.org. Appeals submitted after this deadline will not be reviewed. The committee will meet to review all written appeals by Friday, February 8, 2019. The committee will only review appeals regarding meeting eligibility criteria as adopted by the KISD board of Trustees. Eligibility criteria approved by the KISD Board of Trustees will not be changed or amended. Please complete and submit the K.I.P. Appeal documentation found at Kemp ISD administration offices 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 February 19, 2019 via postal service mail. Documentation to be reviewed are: Personnel file, attendance records, Human Resources Documentation regarding employee assignment(s), Criteria results, 2017-2018 Accountability campus report, any other pertinent documentation submitted for review.

For any item not covered in this document the resolution will be determined by Kemp ISD administration.