

Kemp Incentive Pay (K.I.P.) 2018-2019

Eligibility for the 2018-2019 Kemp Incentive Pay for Teachers (K.I.P.) Pay for Performance Award Model for Teachers Grades 3-EOC STAAR Test Subject Areas, MAP for Accelerated Instruction Teachers and Grades PK-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 the document carefully.

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

Available Funding The total amount of funds approved for distribution in 2018-2019 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 show growth for all 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 retester results.

Criteria for Awards:

Goals and Awards for KIP:

Teachers of STAAR/STAAR ALT Subjects for Grades 3-EOC can be awarded ONLY ONE of these three AWARDS. →		Achievement _____	Growth _____	Grade Level/Team Award _____	
Grade Level	Assessment/ Subjects	Achievement 18/19 Criteria & Award <i>*Teachers/ paraprofessionals are</i>	Growth 18/19 Criteria & Award <i>*Teachers/ paraprofessionals are only eligible for one of the following awards: achievement,</i>	Grade Level/Team Award <i>*Teachers/ paraprofessionals are only eligible for one of the following awards:</i>	High Stakes EOC Re-tester Pay

		<i>only eligible for one of the following awards: achievement, growth or grade level/team award.</i>	<i>growth or grade level/team award. For STAAR/STAAR Alt. in Grades 3-EOC please note that Growth is measured by the teacher data from last year to this year.</i>	<i>achievement, growth or grade level/team award.</i>	
PK/HS 4	<p><u>Circle</u> Reading/Math Data will be pulled from Wave 3 for the KIP. Students must be on level for the rapid naming and rapid vocabulary for the teacher to be awarded for Reading. Students must be on level for the overall math measure to be awarded for Math.</p> <p>Teachers will swap students for the Wave 3 testing process to ensure validity. Students counted must have been in the teacher's classroom from Snapshot 2018 until the end of the school year. *Teachers/aide would split award if they met the attendance criteria but it</p>	<p>Award 1: 70% on level (\$1,000) Award 2: 80% on level (\$1,500) Award 3: 90% on level (\$2,000)</p> <p>*These awards are not stackable.</p>			

	is based on completed linkage paperwork.				
Kindergarten	<p><u>NWEA Map</u> Reading/Math Teachers would be paid if 70% of students perform at the National Mean average of student growth norms confirmed on the end of year NWEA MAP testing results in reading and math. Teachers may be awarded for 1 subject and/or both. Students counted must have been in the teacher's classroom from Snapshot 2018 until the end of the school year. *Teachers/aide would split award if they met the attendance criteria but it is based on completed linkage paperwork.</p>		<p>Award 1: 70% met growth (\$1,000) Award 2: 80% met growth (\$1,500) Award 3: 90% met growth (\$2,000)</p> <p>*These awards are not stackable.</p>		
1st Grade	<p><u>NWEA Map</u> Reading/Math Teachers would be paid if 70% of students perform at the National Mean average of student growth norms confirmed on the end of year NWEA MAP testing results in reading and math. Teachers may be awarded for 1 subject and/or both. Students counted must have been in the teacher's classroom from Snapshot 2018 until the end of the school year. *Teachers/aide would split award if they met the attendance criteria but it</p>		<p>Award 1: 70% met growth (\$1,000) Award 2: 80% met growth (\$1,500) Award 3: 90% met growth (\$2,000)</p> <p>*These awards are not stackable.</p>		

	is based on completed linkage paperwork.				
2nd Grade	<p><u>NWEA Map</u> Reading/Math Teachers would be paid if 70% of students perform at the National Mean average of student growth norms confirmed on the end of year NWEA MAP testing results in reading and math. Teachers may be awarded for 1 subject and/or both. Students counted must have been in the teacher's classroom from Snapshot 2018 until the end of the school year. *Teachers/aide would split award if they met the attendance criteria but it is based on completed linkage paperwork.</p>		<p>Award 1: 70% met growth (\$1,000) Award 2: 80% met growth (\$1,500) Award 3: 90% met growth (\$2,000)</p> <p>*These awards are not stackable.</p>		
3rd Grade	<p><u>STAAR/STAAR Alt</u> Reading 64% Math 64%</p>	<p>Approaches: 80% (\$1,000) Meets: 30% (\$1,500) Masters: 20% (\$2,000)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p> <p>*Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.</p>	<p>Approaches 3% gain: (\$1,000) 6% gain: (\$1,500) 10% gain: (\$2,000)</p> <p>Meets 3% gain: (\$800) 6% gain: (\$1,600) 10% gain: (\$2,200)</p> <p>Masters 3% gain: (\$900) 6% gain: (\$1,800) 10% gain: (\$2,200)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p>	<p>Approaches: 80% (\$200) Meets: 30% (\$100) Masters: 20% (\$100)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p> <p>This is intended to help reward the "other staff who helped prepare students for the assessments." Campus administrators are responsible for submitting the staff list to the Director of Curriculum when the linkage paperwork is due.</p>	

			*Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.		
4th Grade	<u>STAAR/STAAR</u> <u>Alt</u> Reading 57% Math 80% Writing 42%	Approaches: 80% (\$1,000) Meets: 30% (\$1,500) Masters: 20% (\$2,000) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) *Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.	Approaches 3% gain: (\$1,000) 6% gain: (\$1,500) 10% gain: (\$2,000) Meets 3% gain: (\$800) 6% gain: (\$1,600) 10% gain: (\$2,200) Masters 3% gain: (\$900) 6% gain: (\$1,800) 10% gain: (\$2,200) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) *Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.	Approaches: 80% (\$200) Meets: 30% (\$100) Masters: 20% (\$100) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) This is intended to help reward the "other staff who helped prepare students for the assessments." Campus administrators are responsible for submitting the staff list to the Director of Curriculum when the linkage paperwork is due.	
5th Grade	<u>STAAR/STAAR</u> <u>Alt</u> Reading 72% Math 94% Science 64%	Approaches: 80% (\$1,000) Meets: 30% (\$1,500) Masters: 20% (\$2,000) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) *Note 5th Grade Reading/Math includes both the first/second administration of STAAR results.	Approaches 3% gain: (\$1,000) 6% gain: (\$1,500) 10% gain: (\$2,000) Meets 3% gain: (\$800) 6% gain: (\$1,600) 10% gain: (\$2,200) Masters 3% gain: (\$900) 6% gain: (\$1,800) 10% gain: (\$2,200)	Approaches: 80% (\$200) Meets: 30% (\$100) Masters: 20% (\$100) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) This is intended to help reward the "other staff who helped prepare students for the assessments." Campus administrators are responsible for submitting the staff list to the	

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<p>6th Grade</p>	<p><u>STAAR/STAAR Alt</u> Reading 57%</p> <p>Math 68%</p>	<p>Approaches: 80% (\$1,000) Meets: 30% (\$1,500) Masters: 20% (\$2,000)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p> <p>*Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.</p>	<p>Approaches 3% gain: (\$1,000) 6% gain: (\$1,500) 10% gain: (\$2,000)</p> <p>Meets 3% gain: (\$800) 6% gain: (\$1,600) 10% gain: (\$2,200)</p> <p>Masters 3% gain: (\$900) 6% gain: (\$1,800) 10% gain: (\$2,200)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p> <p>*Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.</p>	<p>Approaches: 80% (\$200) Meets: 30% (\$100) Masters: 20% (\$100)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p> <p>This is intended to help reward the "other staff who helped prepare students for the assessments." Campus administrators are responsible for submitting the staff list to the Director of Curriculum when the linkage paperwork is due.</p>	
<p>7th Grade</p>	<p><u>STAAR/STAAR Alt</u> Reading 73%</p> <p>Math 72%</p>	<p>Approaches: 80% (\$1,000) Meets: 30% (\$1,500) Masters: 20% (\$2,000)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p>	<p>Approaches 3% gain: (\$1,000) 6% gain: (\$1,500) 10% gain: (\$2,000)</p> <p>Meets 3% gain: (\$800) 6% gain: (\$1,600) 10% gain: (\$2,200)</p> <p>Masters</p>	<p>Approaches: 80% (\$200) Meets: 30% (\$100) Masters: 20% (\$100)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p> <p>This is intended to help reward the "other staff who helped</p>	

	Writing 69%	*Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.	3% gain: (\$900) 6% gain: (\$1,800) 10% gain: (\$2,200) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) *Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.	prepare students for the assessments.” Campus administrators are responsible for submitting the staff list to the Director of Curriculum when the linkage paperwork is due.	
8th Grade	<u>STAAR/STAAR Alt</u> Reading 80% Math 82% Science 71% Social Studies 72%	Approaches: 80% (\$1,000) Meets: 30% (\$1,500) Masters: 20% (\$2,000) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) *Note 8th Grade Reading/Math includes both the first/second administration of STAAR results. *Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.	Approaches 3% gain: (\$1,000) 6% gain: (\$1,500) 10% gain: (\$2,000) Meets 3% gain: (\$800) 6% gain: (\$1,600) 10% gain: (\$2,200) Masters 3% gain: (\$900) 6% gain: (\$1,800) 10% gain: (\$2,200) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) *Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.	Approaches: 80% (\$200) Meets: 30% (\$100) Masters: 20% (\$100) (Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.) This is intended to help reward the “other staff who helped prepare students for the assessments.” Campus administrators are responsible for submitting the staff list to the Director of Curriculum when the linkage paperwork is due.	
9th-11th (EOC)	<u>STAAR/STAAR Alt</u> ENG I 70%	Approaches: 80% (\$1,000) Meets: 30% (\$1,500) Masters: 20% (\$2,000) (Awards are stackable. Staff must meet approaches in order to get meets award	Approaches 3% gain: (\$1,000) 6% gain: (\$1,500) 10% gain: (\$2,000) Meets 3% gain: (\$800)	Approaches: 80% (\$200) Meets: 30% (\$100) Masters: 20% (\$100) (Awards are stackable. Staff must meet approaches in order to get	Teachers would be paid if they directly instruct students who are retaking a STAAR EOC test due to a having failed that test

	<p>ENG II 62%</p> <p>Algebra 71%</p> <p>Biology 90%</p> <p>US History 98%</p>	<p>and must meet approaches to get masters award.)</p> <p>*Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.</p>	<p>6% gain: (\$1,600) 10% gain: (\$2,200)</p> <p>Masters 3% gain: (\$900) 6% gain: (\$1,800) 10% gain: (\$2,200)</p> <p>(Awards are stackable. Staff must meet approaches in order to get meets award and must meet approaches to get masters award.)</p> <p>*Teachers in this category have to be the teacher of record or multiple staff could split if the completed linkage paperwork is submitted.</p>	<p>meets award and must meet approaches to get masters award.)</p> <p>This is intended to help reward the “other staff who helped prepare students for the assessments.” Campus administrators are responsible for submitting the staff list to the Director of Curriculum when the linkage paperwork is due.</p>	<p>previously. Pay would be assigned as follows</p> <p>1st time retester - \$75.00 per passer</p> <p>2nd time retester - \$25.00 per passer</p> <p>3rd time retester - \$20.00 per passer</p>
K-EOC	<p><u>Accelerated Instruction</u></p> <p>Accelerated Instruction Classroom includes classrooms such as RTI pull out, RTI intervention, BAU and Accelerated Instruction. Teachers and/or paraprofessionals would be paid if 70% of students perform at the National Mean average of student growth norms confirmed on the end of year NWEA MAP testing results in reading and math. Students counted must have been in the teacher’s classroom from Snapshot 2018 until the end of the school year.</p>		<p>Award 1: 70% met growth (\$1,000) Award 2: 80% met growth (\$1,500) Award 3: 90% met growth (\$2,000)</p> <p>*These awards are not stackable.</p>		

Campus Award

(This includes all campuses. KPS is paired with KIS data.)

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 Kemp ISD staff who are assigned to campuses who have earned Academic Distinction Designations as measured by the Texas Education Agency 2019 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 2019, 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” by May 10, 2019, which connects teachers and students, accounts for pupil mobility, and allows teachers to allocate percentage of instructional time.
- July 2019 - State assessment scores are uploaded to Eduphoria for analysis and NWEA MAP scores. Analysis will include dates of enrollment in specific classes and schools.
- August 2018 2019 – Administrative staff completes eligibility and categorization data.
- Payout calculated by Kemp ISD and preliminary notices posted.
- Payout to awardees occurs no later than December, 2019.

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 26, 2018 through the last day of school, May 30, 2019.
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 26, 2018 through May 25, 2019. Teachers who do not continuously meet these requirements during the eligibility period will not be eligible for K.I.P. pay for performance award.
5. Must complete activities to confirm student rosters (linkage) and confirm their eligibility (verification). The 2018-2019 roster verification and instructional linkage processes must be completed by each teacher midnight May 10, 2019.
- 6.. Teachers and/or paraprofessionals must have an attendance rate of 95% or higher minus approved leave, to be eligible for performance and/or distinction awards. (Examples of types of approved leave are staff development leave, business meetings.)

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 2018-2019 school year and who have not taken any position with any other public, private, parochial, or charter school for the 2018-2019 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 KIP 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 2019-2020 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 26, 2018, through the first administration of the appropriate 2019 STAAR test.
2. Pay will only be awarded for a student who met the identified goal.
3. Results will be determined by an outside independent evaluator.

Eligibility Review Period:

The award verification process will begin with the identification of current 2018-2019 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 26, 2018 date) were removed. The class rosters were reviewed and instructional time percentages were calculated based upon the current (May 2019) students' schedules in TxEIS.

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, 2019), 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 May 28, 2019.

Notification of Award Amount:

Eligible staff will receive an award amount notification through a letter from the-Curriculum Department during the week of October 28, 2019. Final payouts will be received in December 2019.

Questions and Appeals:

Questions: Questions regarding award amount determinations or eligibility may be directed to the Curriculum Director at 903-498-6020 or via email at angela.barton@kempisd.org. Please review eligibility criteria prior to contacting Dr. Barton.

Appeals: Appeals must be submitted in writing using the attached documentation form between October 28, 2019-November 15, 2019 angela.barton@kempisd.org. Appeals submitted after this deadline will not be reviewed. The committee will meet to review all written appeals by Friday, November 22, 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 Wednesday, December 4, 2019. Documentation to be reviewed are: Personnel file, attendance records, Human Resources Documentation regarding

employee assignment(s), Criteria results, 2018-2019 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.