The CORE Initiative

Performance-Based Incentives: Teachers

1) **Percent of students achieving <u>Proficiency</u>**
   - Proficiency is defined as:
     - Score of 3 or higher on the FCAT Reading and/or Mathematics test and/or FCAT Science test
       - Eligible: Teachers teaching 3-5
     - Percentile score of 50 or higher on the Stanford Achievement Test (SAT) in Reading and/or Mathematics
       - Eligible: Teachers teaching K-2

PROFICIENCY EFFECTIVENESS (Example)

Ranges			Shares
Range 4	80%	100%	2.0
Range 3	70%	79%	1.0
Range 2	60%	69%	0.75
Range 1	50%	59%	0.5

2) Percent of students making <u>Growth</u>

- Growth is defined as:
  <u>FCAT-TESTED GRADES</u>
  - Improvement of at least one performance level (ex: level 1 to 2, 3 to 4, 4 to 5, 5 to 5)
    - Eligible: Teachers teaching grades 4-5
    - May include grade 3 teachers (if enough eligible students with two years of FCAT results)

  <u>Stanford Achievement Test (SAT)</u>
  - Improvement of at least one percentile rank score (ex: percentile 25 to 26)
    - Eligible: Teachers teaching grades 1-2

ACADEMIC GROWTH (Example)

Ranges			Shares
Range 4	80%	100%	3.0
Range 3	70%	79%	2.0
Range 2	50%	69%	1.0
Range 1	40%	49%	0.5

3) Number of Students making <u>Exceptional Student Growth</u>

- Exceptional Growth is defined as:
    <u>FCAT-TESTED GRADES</u>
    - o Improvement of two or more performance levels (ex: 1 to 3, 2 to 4, 3 to 5)
        - Eligible: Teachers teaching grades 4-5
        - May include grade 3 teachers (if enough eligible students with two years of FCAT results)

EXCEPTIONAL ACADEMIC GROWTH (Example)

Teacher (ex.)	# of Students	Shares Per Student	Total Shares
Teacher A	5	.25	1.25
Teacher B	4	.25	1.00
Teacher C	0	.25	0.00
Teacher D	1	.25	0.25

<u>Compensation will be computed for Reading and/or Mathematics and/or Science:</u>

- Proficiency Shares multiplied by the $ amount per Share
- Growth Shares multiplied by the $ amount per Share
- Exceptional Shares multiplied by the $ amount per Share

$ value of shares = $\dfrac{\text{Budgeted \$ amount for incentives}}{\text{Total \# of shares earned by all eligible teachers}}$

Example:
2nd Grade teacher who has a self-contained class teaching Reading and Mathematics

- 80 % of students made proficiency in SAT Reading
  - » Shares = 2.0

- 90 % of students made proficiency in SAT Mathematics
  - » Shares = .2.0

- 50 % of students made growth in SAT Reading
  - » Shares = 1.0

- 70 % of students made growth in SAT Mathematics
  - » Shares = 2.0

Total Shares for teacher is:
2.0 + 2.0 + 1.0 + 2.0 = 7.0

Example:
5th Grade teacher who has a self-contained class teaching Reading, Mathematics, and Science

- 60 % of students made proficiency in FCAT Reading
  - » Shares = .75
- 60 % of students made proficiency in FCAT Mathematics
  - » Shares = .75
- 45 % of students made proficiency in FCAT Science
  - » Shares = 0.0

- 50 % of students made growth in FCAT Reading
  - » Shares = 1.0
- 75 % of students made growth in FCAT Mathematics
  - » Shares = 2.0

- 2 students made exceptional growth in FCAT Math (improved FCAT level 1 to 3)
  - » Shares = .25(2 students) = .50

Total Shares for teacher is:
.75 + .75 + 0.0 + 1.0 + 2.0 + .50 = 5.0

Performance-Based Incentives: Administrators

Assistant Principals

- 5% of total school payout for teachers
- Payout capped at between $4,000– $5,000 (years 2 – 5) and cannot be greater than largest payout to teacher

Principals

- 7.5% of total school payout for teachers
- Payout capped at between $7,000 – $8,000 (years 2 – 5) and cannot be greater than largest payout to teacher