

## ALLEN MIDDLE SCHOOL INCENTIVE PROGRAM

Add it up:	Incentive	Principals	Assistant Principals	6-8 Math	EC: OCS or Adaptive, 6-8 Science	6-8 LA, English	All Other Teachers	Non- Teaching Licensed Faculty	Classified Staff	
<b>Mission Possible Recruitment Reward</b>										
Start with	High VAD Recruitment Incentive			\$5,000		\$5,000				
+	Hard-to-Staff Position Incentive	\$5,000		\$5,000	\$5,000	\$2,500				
<b>School Improvement Recruitment/Retention Incentives</b>										
+	Highly Impacted School Recruitment Incentive	\$5,000	\$5,000				\$2,500	\$2,500	\$500	
<b>Mission Possible Individual Performance Incentives (You must have VAD to qualify)</b>										
+	Level 4 VAD			\$4,000		\$2,000				
or +	Level 5 VAD			\$12,000		\$6,000				
<b>Mission Possible School-wide Performance Reward</b>										
+	Above Average VAD School Composite	\$15,000	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$750	
<b>Mission Possible Leadership Incentives</b>										
+	Teacher Leader (6 per school)			\$2,000	\$2,000	\$2,000	\$2,000	\$2,000		
<b>School Improvement School-wide Performance Incentive</b>										
+	Above Average VAD School Composite	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$500	
<b>Total Rewards</b>										
=	Minimum Incentives	\$10,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$500	
=	Maximum Incentives	\$26,000	\$7,500	\$26,500	\$9,500	\$18,000	\$7,000	\$7,000	\$1,750	

## THE FINE PRINT

### High VAD Recruitment Incentive

- This is a one-time spot bonus.
- Reward will be paid within 60 days of hire.
- Teacher must provide proof of 2 years of above average VAD to be eligible.
- High VAD must be in the subject to be taught for 50% or instructional time.
- Must be recruited into the school from a non-Mission Possible School or a non-GCS school
- Current Mission Possible or Cumulative Effect faculty are not eligible

### Hard-to-Staff Position Incentive

- Reward will be paid monthly beginning in September
- This is an annually recurring incentive
- Must teach 50% or more of instructional time in a hard to staff position at one school.
- May not combine multiple hard-to-staff subjects or schools to reach the 50% requirement.
- Must be listed as Teacher of Record.
- Reward for faculty on Leave of Absence, late hires, and non-FTE (Full-Time Equivalent) will be prorated.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Hard-to-Staff Position Rewards.
- Principals must be current on the submission of all requests for professional development plans, evaluations, data, etc. to the Mission Possible Office.

### Highly Impacted School Recruitment/Retention Incentive

- This is an annually recurring incentive.
- Must not be on a Directed Growth Plan.

### Extended Year

- Ten month employees receive their regular rate of pay for up to 15 additional days of employment outside the traditional ten month employment calendar.

### Performance Incentives (Individual, School-wide, Mission Possible and School Improvement)

Value Added Data reports eligible for Individual Performance Rewards are: 5-8 ELA, 5-8 Math, Biology, English II, and Algebra I.

#### Individual VAD Performance Reward

- Reward will be paid within 60 days of VAD verification.
- Teachers must obtain a Teacher Index Rating of 1 or above on their individual VAD Report.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Individual Performance Rewards.

In order to receive a Value Added Data Individual Teacher Report, s/he must:

- Be the teacher of record for that course for 140 days on a traditional schedule or 70 days on a block schedule;
- and

- Have 10 or more qualifying student scores per tested course. (Algebra I, Biology, English II)
- Have 6 or more qualifying student scores per tested course. (5-8 Language Arts, 5-8 Math)

In order for a student to be included in a teacher's Value Added Data Individual Teacher Report, s/he must:

- Have been enrolled in that teacher's tested course for 140 days of a traditional schedule or 70 days of in block schedule (note the difference between enrolled and attended);
- Have a minimum of three prior standardized test data points from a North Carolina or national test; and
- Have taken the NC EOG or EOC (not the NCEXTEND2) version of the course test.

Should any teacher in an individual reward earning position begin the school year with 10 or more students eligible to be included in a Teacher Value Added Data Report but end the school year without a sufficient number of eligible students needed to generate a Teacher Value Added Data Report, the teacher's summative ratings on the North Carolina Professional Teaching Standards will be used in place of VAD as an indicator of effectiveness. Ratings of "Accomplished" or higher on Standards 1-5 will be considered the equivalent of a Teacher Index Rating of 1 to 1.99 rating of one standard error above mean; ratings of "Distinguished" on Standards 1-5 will be considered the equivalent of a Teacher Index Rating of 2.0 or higher. The alternate assessment shall only be used in the event that VAD data is unavailable through no actions of the teacher.

#### **School-Wide Performance Reward**

Reward will be paid simultaneously with individual Performance Rewards.

School must obtain "Exceeds Expected Growth" on school-wide composite VAD report.

Faculty on Leave of Absence, late hires, and non-FTE (Full Time Equivalent) will be prorated.

Faculty member must be assigned to qualifying school a minimum of 50% of a full time equivalent position.

Faculty members placed on an Action Plan or Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for School-Wide Performance Rewards.

**NOTE: Any overpayment of rewards must be reported immediately to both the Payroll Office and Mission Possible Office. Any employee who receives and overpayment must refund the money in full.**

#### **Adaptive Curriculum**

In order to qualify for the EC recruitment incentive, you must be working in one of three positions:

- TCHR- EC TR AU
- TCHR- EC TR ID LS
- TCHR- EC TR OCS

These teachers are the teacher of record but do not teach the NCSCOS. Qualifying teachers must hold an Adaptive license (or the equivalent) or teach OCS with a General Curriculum license.