



Campus Achievement Bonus Awards Guidelines

Over the last several years, it’s been our tradition to award bonuses after state ratings come out. As we shared in March, when we learned that the Texas Education Agency would not be grading schools based on 2020-21 STAAR & TELPAS exams, but the Department of Education in Louisiana would be grading schools in 2020-21 using LEAP and ELPT exams, IDEA decided to assign 2020-21 letter grades to our Texas schools based on student performance using a “generous and fair” grading scale pre-developed by our Academic Services Team, approved by our Chief Schools Officer and CEO, and shared with school leaders this Spring.

The internal letter grade was created to be weighted more on student growth since we knew that this would be a challenging year and we wanted to celebrate the growth that we knew would still take place and also honor school staff for your resilience and dedication during a difficult school year. Louisiana Department of Education reports they will have ratings for our Louisiana schools in October.

We are offering our Campus Achievement bonuses to staff at the 83 TX schools (!) that earned an internal grade of an ‘A’ (see list of campuses on last page). **Our Campus Achievement pool of \$3.5M for TX schools was divided across eligible 2020-21 staff and will be paid out on September 23rd, 2021, per the guidelines below.**

Employee Category	Bonus Award
Instructional Staff (Teachers, Co-teachers, Facilitators, Relay Residents/Founding Teacher Fellows) Lead Team Principals, PIRs, Assistant Principals, Counselors, Social Workers, Directors of College Counseling	\$800
All Other Campus Staff (including clerical-technical staff, CNP, facilities, transportation, and part-time staff) <i>Shared campus staff qualify for <u>one</u> bonus if at least Academy or College Prep earned an A</i>	\$400

Campus Leaders will receive a roster by August 15th to flag any potential discrepancies prior to the September payout. *Staff members must be actively employed on the pay date to qualify, though staff will receive their A bonus even if now working on another campus or in another role.*

Partial bonuses will be given based on 2020-21 active employment on the campus as follows:

- Employed on campus for 180+ work days of the 2020-21 work calendar are eligible for **full** bonus payment
- Employed on campus for 90-179 work days of the 2020-21 work calendar are eligible for **half** bonus payment
- Employed on campus for fewer than 90 work days are not eligible for bonus payment

Austin	Bluff Springs College Prep Health Professions Academy Health Professions College Prep Kyle Academy Kyle College Prep Montopolis Academy Montopolis College Prep	Parmer Park Academy Pflugerville Academy Pflugerville College Prep Round Rock Tech Academy Round Rock Tech College Prep Rundberg Academy Rundberg College Prep
El Paso	Edgemere College Prep Horizon Vista College Prep	Mesa Hills College Prep Rio Vista College Prep
Houston	Hardy College Prep	Spears College Prep
Permian Basin	Travis Academy	
RGV	Alamo Academy Alamo College Prep Brownsville Academy Brownsville College Prep Donna Academy Donna College Prep Edinburg Academy Edinburg College Prep Elsa College Prep Frontier Academy Frontier College Prep Harlingen Academy Harlingen College Prep McAllen Academy McAllen College Prep Mission College Prep North Mission College Prep	Owassa College Prep Pharr College Prep Quest Academy Quest College Prep Rio Grande City College Prep Riverview Academy Riverview College Prep San Benito Academy San Benito College Prep San Juan Academy San Juan College Prep Toros College Prep Tres Lago Academy Tres Lago College Prep Weslaco College Prep Weslaco Pike Academy
San Antonio	Brackenridge College Prep Burke College Prep Carver Academy Carver College Prep Converse College Prep Eastside Academy Eastside College Prep Ewing Halsell Academy Ewing Halsell College Prep Hidden Meadow College Prep Ingram Hills Academy Ingram Hills College Prep	Judson Academy Judson College Prep Mays Academy Mays College Prep Monterrey Park Academy Monterrey Park College Prep Najim Academy Najim College Prep South Flores Academy South Flores College Prep Walzem Academy Walzem College Prep
Tarrant County	Achieve College Prep Edgecliff College Prep	Rise College Prep