



## **TEXAS**

### **2020-2021 STUDENT ACHIEVEMENT BONUS GUIDELINES**

#### **Overview**

Incentive pay for instructional salaried staff who have had exceptional high-stakes assessment (STAAR, AP, IB) achievement. Student Achievement bonuses are paid in September of the school year following the assessment results. The philosophy behind this bonus is to reward those teachers who are pushing the bounds of our achievement in STAAR, AP, and IB content areas.

#### **Eligibility**

- Full time lead teachers teaching STAAR, AP or IB tested subjects.
- Must have been teaching the tested content area for at least 90 days.
- Must have a minimum of 10 students tested in particular assessment (for STAAR only).
- Employees must be actively employed by IDEA at the time of payout to be eligible.

#### **STAAR**

A bonus in the amount of \$2,000 will be awarded to STAAR-tested content teachers with passing rates at all three target levels for all tests given by teacher.

STAAR target level: 90/60/30

An additional bonus in the amount of \$2,000 will be awarded to STAAR-tested content teachers with a higher achievement average (Average of %Approaches/Meets/Masters) in comparison to the previous year's highest achievement average for that specific assessment.

#### **SPED/Intervention**

Passing STAAR Alt exams are paid at \$200 per exam to their SPED/Interventionist teacher as identified by the campus with a max amount of \$2,000.

#### **AP/IB**

AP/IB teachers will receive \$200 per passing score of 3+/4+ (respectively) in exams for the courses they teach with a max amount across AP and IB exams of \$5,000 per payout year.

#### **FAQ:**

**I teach IB year I – Am I eligible to receive the IB student achievement bonus?** IB year I teachers should expect to see their bonus for student achievement in September following their student's examination.

**I teach IB year I and year II simultaneously – What will I be compensated for?** The max IB /AP bonus amount per year is \$5,000, even when teaching two different cohorts.

**I as an IB teacher, I loop with my students every year – What will I be compensated for?**

When teachers follow the same cohort during Year I and Year II, teachers will receive \$200 per passing score of 4+/C+ in exams for the courses they teach with a max amount across two years of \$5,000 per payout year.

**I teach both an AP and an IB course – will I be compensated for both?** If principal agrees you are teaching to both exams, you can receive credit for passing rates in both up to the maximum \$5000 per payout year. Teachers do not get credit for students challenging exams outside of the area they are explicitly teaching (e.g., AP Biology when teacher is teaching IB Biology)

**What is Achievement Average?** The average taken from a single teacher’s 3 target level results (Approaches, Meets and Masters).

**How is the STAAR comparison from last year calculated?** Each year, the Academic Services Team identifies Approaches, Meets, and Masters results for every teacher by content area. This will be used to both identify 90/60/30 achievement by teacher and to determine the highest achievement average for each content area, the score we are aiming to improve upon the following year. See below for the target by content area based on 18-19 school year results.

Curriculum	Approaches	Meets	Masters	Highest 18-19 Achievement Average
<b>Example</b>	<b>91</b>	<b>59</b>	<b>34</b>	<b><math>(91+59+34)/3 = 61.33</math></b>
STAAR EOC - Algebra I				89.34
STAAR EOC - Biology				85.71
STAAR EOC - English I				74.43
STAAR EOC - English II				69.88
STAAR EOC - U.S. History				98.55
STAAR Math - Grade 03				60.70
STAAR Math - Grade 04				61.06
STAAR Math - Grade 05				80.65
STAAR Math - Grade 06				71.05
STAAR Math - Grade 07				72.70
STAAR Math - Grade 08				79.71
STAAR Reading - Grade 03				61.52
STAAR Reading - Grade 04				62.46
STAAR Reading - Grade 05				67.81
STAAR Reading - Grade 06				65.35
STAAR Reading - Grade 07				76.34
STAAR Reading - Grade 08				78.25
STAAR Science - Grade 05				68.38
STAAR Science - Grade 08				91.67
STAAR Social Studies - Grade 08				77.78
STAAR Writing - Grade 04				48.35
STAAR Writing - Grade 07				77.15