

# Lubbock ISD e3 Awards

Dr. Berhl Robertson, Jr.  
Retiring Superintendent  
Lubbock Independent School District

# Purpose

Eligible Lubbock ISD educators have the opportunity to earn monetary awards in recognition of student performance as measured by value-added analysis and state accountability ratings.

Student progress and achievement are the cornerstone of Lubbock ISD's mission, and the award program is designed to recognize educators whose students and schools produce outstanding results.

# Guiding Principles

- ▶ Effective teaching is the most important driver of student achievement.
- ▶ Our students benefit the most when teachers are supported, enabled and recognized for their ability to effectively collaborate and grow in their craft.
- ▶ Measuring teacher quality is complex and cannot fully be captured in a single measure.

# Program Design Assumptions

- ▶ Teachers in STAAR tested grades/subjects receive highest pay
- ▶ Encourages excellence
- ▶ Encourages teacher collaboration
- ▶ Recognizes individual teacher efforts
- ▶ Encourages the mindset of growth
- ▶ All staff on a campus play a role
- ▶ Awards must be significant
- ▶ Plan for a controlled budget

# Category of Eligible Positions

- ▶ Campus employee's are assigned a category based upon their job description, content area, grade level, and tested subject.
- ▶ Each category is considered instructional, support or leadership.
- ▶ Each category has a maximum award amount which can be earned within each Strand.
- ▶ Awards are weighted toward classroom teachers of record who teach a tested subject and/or grade level and principals.

# Four Ways to Earn Awards

## Strand I

### Campus Progress Award

- Student progress-based compensation
- Students must demonstrate positive progress gains, and educators' overall campus gain index must be positive based on SAS® EVAAS® value-added reports
- Available to all eligible staff on campus

## Strand II

### Content Area Progress Award

- Student progress-based compensation
- Students must demonstrate positive progress gains in the content area, and educators' overall content area gain index must be positive based on SAS® EVAAS® value-added reports
- Available to teams of core teachers, principals and assistant principals

## Strand III

### Campus Achievement Award

- Student achievement-based compensation
- Based on the Texas Education Agency's accountability campus rating system
- Campus must earn an accountability rating of Met Standard AND one or more distinctions
- Available to all eligible staff on campus that received an accountability rating

## Strand IV

### Individual Progress Award

- Student progress-based compensation
- Teachers must receive a Teacher Value-Added Report generated by SAS® EVAAS®
- Teachers must receive an ABOVE rating for the evaluated subject
- Available to all core teachers that received a Teacher Value-Added Report

# Strand 1

- ▶ One composite score is calculated for each campus which includes **ALL** the value added scores for each grade level and each subject.
- ▶ Each composite score is ranked from high to low and quartiles are determined for elementary schools and secondary scores.
- ▶ Each quartile receives a different monetary amount as long as the composite score meets the standard set for the program.

## Strand I

### Campus Progress Award

- Student progress-based compensation
- Students must demonstrate positive progress gains, and educators' overall campus gain index must be positive based on SAS® EVAAS® value-added reports
- Available to all eligible staff on campus

## STRAND 1 Overall Campus Progress Award: Secondary

Composites for schools that combine whichever value-added measures are available for STAAR in Grades 3-8 and the STAAR EOCs.

Quartile	Campus Name	Value Added Performance
1	Dunbar College Prep Academy	5.26
1	Talkington School for YWL	3.82
1	O L Slaton Middle School	3.47
1	Hutchinson Middle School	0.93
2	Smylie Wilson Middle School	0.21
2	Lubbock Co Juvenile Justice Ctr	-0.58
2	Matthews Learning Center	-1.83
2	Coronado High School	-2.33



# Strand 2

- ▶ One composite content area score for each campus includes **ALL** the value added scores for each grade level within the content area.
- ▶ Each content area score is ranked from high to low and quartiles are determined for elementary schools and secondary scores.
- ▶ Each quartile for each subject area receives a different monetary amount as long as the composite score meets the standard set for the program.

## Strand II

### Content Area Progress Award

- Student progress-based compensation
- Students must demonstrate positive progress gains in the content area, and educators' overall content area gain index must be positive based on SAS® EVAAS® value-added reports
- Available to teams of core teachers, principals and assistant principals

## STRAND 2 Campus Progress Measure by Subject – SECONDARY

Quartile	Campus Name	Subject	Value Added Performance
1	Dunbar College Prep Academy	Math	5.47
1	O L Slaton Middle School	Math	4.91
1	Talkington School for YWL	Math	1.58
1	Monterey High School	Math	1.12
2	Lubbock High School	Math	-0.65
2	Lubbock Co Juvenile Justice Ctr	Math	-0.67
2	Hutchinson Middle School	Math	-2.05
2	Coronado High School	Math	-2.33

# Strand 3

## Strand III

### Campus Achievement Award

- Student achievement-based compensation
- Based on the Texas Education Agency's accountability campus rating system
- Campus must earn an accountability rating of Met Standard AND one or more distinctions
- Available to all eligible staff on campus that received an accountability rating

- ▶ Based upon the state accountability system.
- ▶ Currently uses the met standard and the number of distinctions a campus earns to determine the amount of the award.

# Strand 4

- ▶ Added in 2014 to recognized individual teachers even though the awards are still weighted toward teams to encourage collaboration

## Strand IV

### Individual Progress Award

- Student progress-based compensation
- Teachers must receive a Teacher Value-Added Report generated by SAS® EVAAS®
- Teachers must receive an ABOVE rating for the evaluated subject
- Available to all core teachers that received a Teacher Value-Added Report

- ▶ Used in the additional award program for the district's turnaround campuses. A teacher on a turnaround campus that meets the highly effective growth measure will receive \$10,000 in addition to the \$500 received from the district program

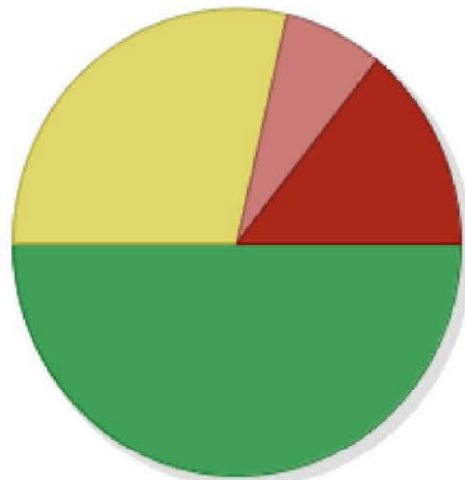
# SAS® EVAAS® for K-12

Report: District Teacher Effectiveness Summary

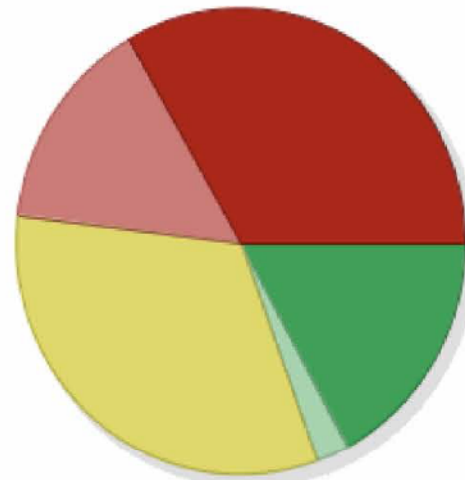
School: Slaton Middle School

District: Lubbock Independent School District

Teaching Effectiveness		
Mathematics 2017 Math (6, 7, 8); Alg1		
Effectiveness Level	School	District
<b>Level 5</b> <i>Most Effective</i>	7	21
<b>Level 4</b> <i>Above Average Effectiveness</i>	0	3
<b>Level 3</b> <i>Average Effectiveness</i>	4	40
<b>Level 2</b> <i>Approaching Average Effectiveness</i>	1	18
<b>Level 1</b> <i>Least Effective</i>	2	41



School



District

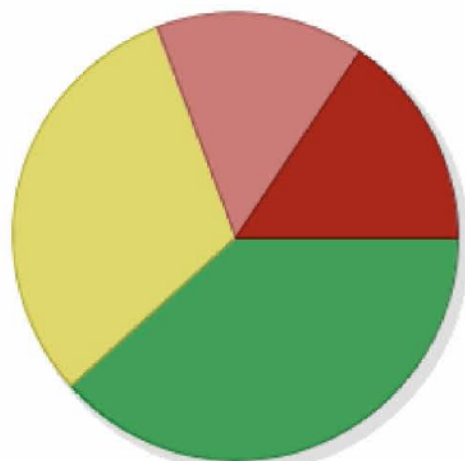
# SAS® EVAAS® for K-12

**Report:** District Teacher Effectiveness Summary

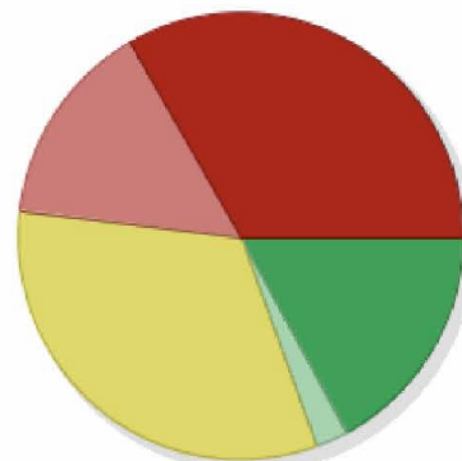
**School:** Dunbar College Preparatory Academy

**District:** Lubbock Independent School District

Teaching Effectiveness			
Mathematics 2017			
Math (6, 7, 8); Alg1			
Effectiveness Level	School	District	
<b>Level 5</b> <i>Most Effective</i>	5	21	
<b>Level 4</b> <i>Above Average Effectiveness</i>	0	3	
<b>Level 3</b> <i>Average Effectiveness</i>	4	40	
<b>Level 2</b> <i>Approaching Average Effectiveness</i>	2	18	
<b>Level 1</b> <i>Least Effective</i>	2	41	



**School**



**District**

# Eligibility Rules for Payout

Employee must:

- ▶ Be full-time and on a campus which receives an accountability rating
- ▶ Be in attendance and not absent more than 10 instructional days
- ▶ Be in good standing and employed with the LISD at time of payout which is the following fall. (Retention Clause)

# Award Payout Across Years

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Total Payout	\$ 946,593	\$1,108,344	\$1,193,674	\$1,245,173	\$1,223,591	\$1,177,952	\$1,259,464
Number of Employees Receiving an Award	1,418	1,461	1,744	1,967	1,935	2,211	2,207
Highest Award Received	\$ 2,700	\$ 2,900	\$ 4,050	\$ 3,150	\$ 3,289.50	\$ 3,600.50	\$ 3,550
Average Award	\$ 668	\$ 758	\$ 672	\$ 633	\$ 628	\$ 533	\$ 570
Number of Awards \$1,000+	373	449	415	473	426	439	473
Number of Campuses receiving an award	36	39	45	43	40	40	43



# Maximum payout for teachers regular vs turnaround schools

Strand	All Campuses <u>e3 Award</u>	Turnaround campuses <u>r3 Award</u>
1 <i>Campus Progress</i>	\$250	\$500
2 <i>Content Area Progress</i>	\$2,200	\$4,400
3 <i>Campus Achievement</i>	\$200	\$200
4 <i>Individual Teacher Progress</i>	\$500	\$10,000
<b>Total Maximum Payout</b>	<b>\$3,150</b>	<b>\$15,100</b>

# 2016-2017 Payout Totals

## O.L. Slaton and Dunbar Middle Schools

	e3 Award	r3 Award	Total
Total Payout	\$102,187	\$173,300	\$275,487

# Budget for all payouts

- ▶ e3 Awards (all campuses)
  - ▶ budgeted as a part of our annual general fund budget
- ▶ r3 Awards (turnaround campuses)
  - ▶ Budget as part of our annual Federal Title I budget

# Key's and Benefits of a Performance Pay System

- ▶ Keys to a successful performance pay system
  - ▶ *Must have great campus leadership*
  - ▶ *Pay must be a meaningful amount*
  - ▶ *Recruiting highly effective campus leadership requires salary commensurate with the difficulty of campus*
- ▶ Benefits
  - ▶ *Retain highly effective instructional staff*
  - ▶ *Student performance increases rapidly*
  - ▶ *Student discipline decreases*
  - ▶ *Student and staff morale increases*
  - ▶ *Teaching and Learning becomes fun again!!*

# e3 Award Challenges

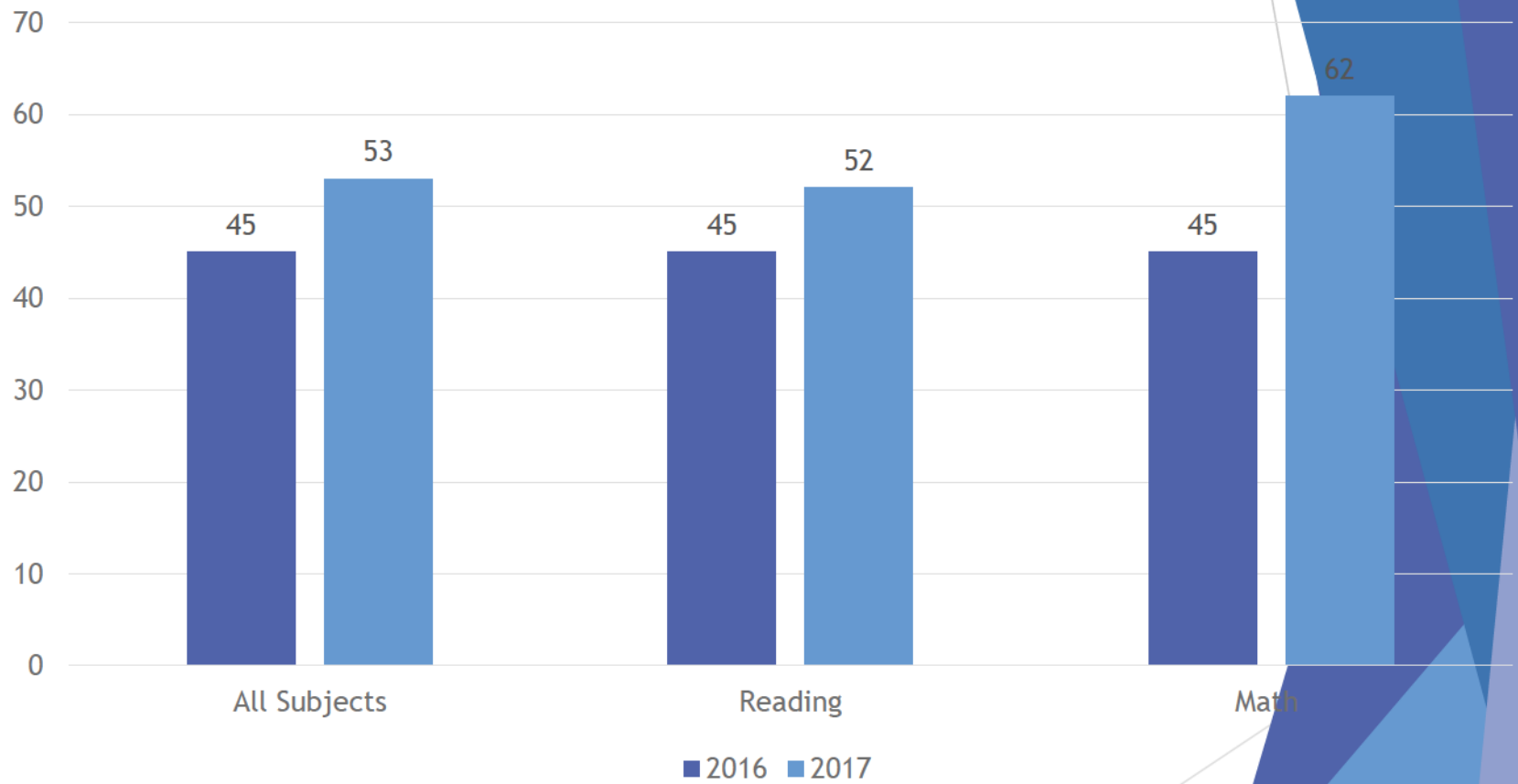
- ▶ Current award amounts may not be high enough to truly incent rapidly increasing performance
- ▶ System seems to be more of a “thank you”, than an incentive
- ▶ Need to refocus available dollars for highest need campuses
- ▶ Lack of available resources

# O.L. Slaton Middle School

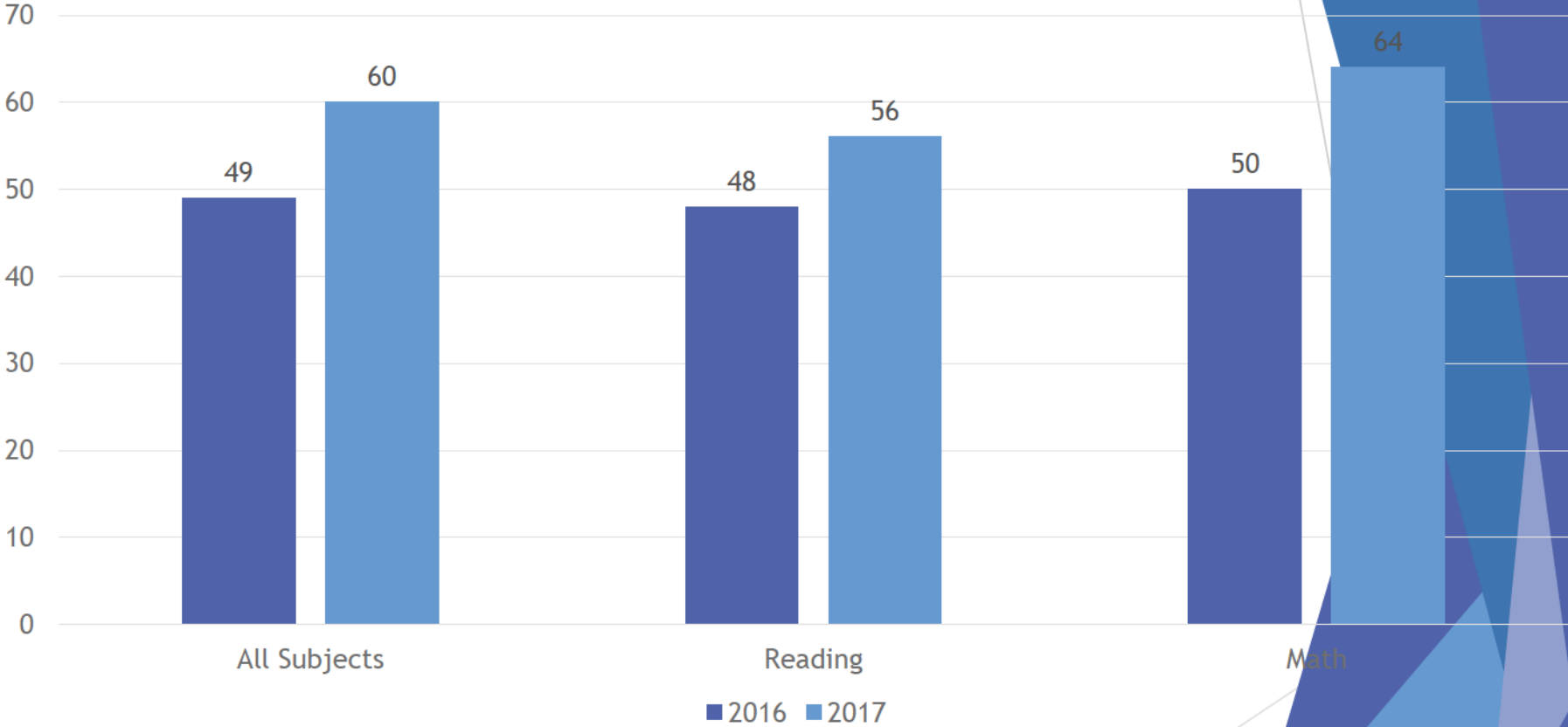
## Damon McCall, Principal

- ▶ Rated Low Performing/Improvement Required in August of 2012, 2013, 2014, 2015, 2016
- ▶ Installed quality systems and structures, allowing teachers the opportunity to teach
- ▶ Met Standard 2017
- ▶ We received an academic distinction for top 25 in student growth

## All Students Approach or Better



# Met or Exceeded Growth





# Teacher Retention

- ▶ The key to moving forward is teacher retention
- ▶ One teacher receive \$15,750.00 and three teachers receive \$15,250.00
- ▶ Our entire campus, including secretaries received value added payouts
- ▶ We had two teachers transfer to other schools that would have received \$15,250.00
- ▶ O.L. Slaton is a challenging school, but the significance of the r3 incentive pay greatly helps retain highly effective teachers.

# Teacher leaders

- ▶ By retaining highly effective teachers, we now have a strong group of leaders helping develop other teachers
- ▶ All of our teachers see the payout is real, and are seeking out the highly effective teachers assistance
- ▶ PLC's are much stronger and more effective this year because we have real time professional development that centers around what works at our campus
- ▶ Our most effective teachers are developing into instructional coaches on our campus



Lubbock Independent School District  
1628 19th  
Lubbock, TX 79401

147852  
December 2018

Pay to Monique Cupak \$ 15,250.00

Fifteen thousand two hundred + fifty Dollars

for Award Payout

Ram McCall

:123456789: 147852 : 987456



Lubbock Independent School District  
1628 19th  
Lubbock TX 79401

147853  
December 2018

Pay to Kristen Brown \$ 15,250.00

Fifteen thousand two hundred + fifty Dollars

for Award Payout

Ramon McCal

:123456789: 147853 : 987456



Lubbock Independent School District  
1628 19th  
Lubbock, TX 79401

147856  
December 2018

Pay to Beatrice Aguilar \$ 15,350<sup>00</sup>

Fifteen thousand three hundred + fifty Dollars

for Award Payout Damon McCall

:123456789: 147856 : 987456



Lubbock Independent School District  
1628 19th  
Lubbock, TX 79401

147855  
December 2018

Pay to Jennifer Thomason \$ 15,250.00  
Dollars

Fifteen thousand two hundred + fifty

for Award Payout Damon McCall

:123456789:147855:987456



Lubbock Independent School District  
1628 19th  
Lubbock, TX 79401

147854  
December 2018

Pay to Nikki Beaty \$ 15,250.<sup>00</sup>

Fifteen thousand two hundred + fifty Dollars

for Award Payout Damon McCarl

:123456789; 147854 : 987456

# Nikki Beaty - Teacher OL Slaton

- ▶ Impacts of r3 Awards - Professional
  - ▶ *Teachers seeking support from highly effective teachers for curriculum, data and pedagogy*
  - ▶ *Reflection*
    - ▶ *Departmental - drives changes in alignment, highlights weaknesses and strengths*
    - ▶ *Individually - higher interest in personal achievement within classrooms yielding higher student success*
  - ▶ *Creates a stronger sense of cross curricular support in PLC's*



# Nikki Beaty - Teacher OL Slaton

- ▶ Impact of r3 Awards - Personal
  - ▶ *Students at low SES schools require extra attention leading to extensive preparation (nice to have compensation for extra hours spent)*
  - ▶ *Opportunity for family experiences due to compensation (much time is lost with family in preparation for school)*
  - ▶ *Self reflection*