e3

Educator Performance Awards Program

Lubbock ISD
Every Child Every Day
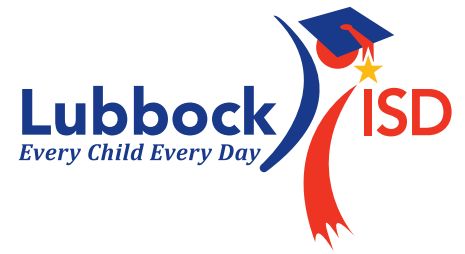

Recognizing and rewarding educators whose work results in strong student academic achievement and progress

In the Lubbock Independent School District, we believe:

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

Through the e3 awards program, eligible Lubbock ISD educators will 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 awards program is designed to recognize educators whose students and schools produce outstanding results.

4 Ways to Earn Awards

Strand I	Strand II	Strand III	Strand IV
Campus Progress Award	**Content Area Progress Award**	**Campus Achievement Award**	**Individual 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	• 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	• 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	• 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

3 Categories of Positions

The e3 awards program recognizes instructional staff, campus support staff and campus leadership for their contribution to student progress and achievement. To participate in the awards program, certified educators must fall into one of the following categories:

1 Instructional

For employees to qualify as core instructional staff, employees must serve in a position that aligns with all four criteria below and falls into at least one of the categories A–F:

- Be assigned to a campus that receives an accountability rating
- Plan lessons
- Provide direct instruction to students
- Be responsible for providing content grades, not conduct or participation grades (exception: special education scheduled co-teacher)
  - A. Core Teacher, Grades 3–8 Tested Grades/Subjects
  - B1. Core Teacher, Grades 3–8 Non-Tested Year
  - B2. Core Teacher, Grades 3–5 Social Studies
  - C1. Core Teacher, Grades 9–11 Tested Grades/Subjects
  - C2. Core Teacher, Grade 12 Tested Grades/Subjects
  - D. Core Teacher, Early Childhood through Grade 2
  - D2. Core/Non-core Teachers Grades 6–12, At least two class periods of tested subjects but not majority of the day, Value-Added Report
  - E. Core Special Education Teacher, No Value-Added Report
  - F. Non-Core/Ancillary Teacher

2 Campus Support Staff

- G. Instructional support staff (degreed, certified or licensed professionals)
- H. Teaching assistants
- I. Operations support staff

3 Campus Leadership

- J. Principals
- K. Assistant principals

Visit the e3 portal at www.BattelleforKids.org/LubbockISD to learn more about the e3 Educator Performance Awards Program.

Award Eligibility Categorization

The e3 Educator Performance Awards Program recognizes instructional staff, campus support and campus leadership for their contributions to student progress and achievement. Multiple positions within the Lubbock Independent School District qualify for the e3 awards program. The definitions for position categories and eligibility requirements that will be used to categorize employees for award purposes can be found below.

Instructional Position Categories

Employees who qualify as instructional must be certified teaching staff and will fall into either core or non-core instructional positions as defined below.

Core and Non-Core Instructional Position Categories

For employees to qualify as core instructional staff, employees must serve in a position that aligns with all four criteria below and falls into at least one of the categories A–F:

- Be assigned to a campus that receives an accountability rating
- Plan lessons
- Provide direct instruction to students
- Be responsible for providing content grades, not conduct or participation grades

A. Core Teachers, Grades 3–8, Tested Grades/Subjects

Employees must qualify as core instructional staff and teach one of the subjects tested on the state assessment (STAAR) the majority of the day. A teacher-level value-added report should be produced for these employees.

B1. Core Teachers, Grades 3–8, Non-Tested Year

Employees must qualify as core instructional staff and teach core subjects a majority of the school day to students in grades 3–8 for which there is no state assessment (STAAR).

B2. Core Teachers, Grades 3–5, Social Studies

Employees must teach social studies classes the majority of the school day to students in grades 3–5.

C1. Core Teachers, Grades 9–11, Tested Grades/Subjects

Employees must qualify as core instructional staff and teach core courses the majority of the school day to students in grades 9–11. The courses included in this category are listed on the *Master Course List with e3 Subjects* on the following page.

C2. Core Teachers, Grade 12, Tested Grades/Subjects

Employees must qualify as core instructional staff and teach core courses the majority of the school day to students in grade 12. The courses included in this category are listed on the *Master Course List with e3 Subjects* on the following page of this document.

D1. Core Teachers, Early Childhood through Grade 2

Employees must qualify as core instructional staff and teach core subjects the majority of the school day to students in pre-kindergarten through grade 2.

D2. Core/Non-Core Teachers Grades 6–12, At least two class periods of tested subjects but not majority of the day, Value-Added Report

E. Core Special Education Teachers, No Value-Added Report

Employees must qualify as core instructional staff and teach core subjects the majority of the school day to special education students in grades 3–8 for which a value-added report cannot be generated, or teach fewer than 10 special education students in grades 9–12 who are taking the unmodified state assessment (STAAR). This category includes SLC, Support Facilitation Content Mastery, and SEBBS teachers.

F. Non-Core/Ancillary Teachers

Employees must teach ancillary, non-core/elective classes (i.e., art, music, psychology, Spanish, etc.) or not meet the definitions of core teachers (above) in grades early childhood–12.

Campus Support Staff Position Categories

G. Instructional Support Staff

Instructional support staff members are degreed, certified, or licensed professionals assigned to a campus and provide direct support to the instruction of students. If the instructional support staff member is assigned to multiple campuses, the percentage of assignment to a single campus cannot be less than 40 percent.

For example: counselor, librarian, nurse, speech therapist, diagnostician, instructional coach, interventionist, social worker, literacy coach, athletic director, etc.

H. Teaching Assistants

Teaching assistants are staff members who have a job classification of teaching assistant and provide direct classroom support to instructional staff.

I. Operational Support Staff

Operational support staff members are campus-based employees who do not meet the requirements for instructional staff, instructional support staff or teaching assistants.

For example: school secretary, data entry clerk, teacher aide, clerk, attendance specialist, bookkeeper, computer network specialist, registrar

Campus Leadership Categories

J. Principals

Employees must meet all eligibility requirements and be the "principal of record" according to Human Resources.

K. Assistant Principals

Employees must meet all eligibility requirements and be coded as an assistant principal according to Human Resources.

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e3 Educator Performance Awards Program

Master Course List with e3 Subjects

English/Language Arts/Reading	Science	Social Studies	Mathematics
Courses for C1. Core Teachers, Grades 9–11 Tested Grades/Subjects			
English I	Biology	US History	Algebra I
English II			

English/Language Arts/Reading	Science	Social Studies	Mathematics
Courses for C2. Core Teachers, Grade 12 Tested Grades/Subjects			
English III	Integrated Physics Chemistry	World Geography	Algebra II
English IV	Chemistry	World History	Geometry
	Physics		
	Advanced Placement (AP)/International Baccalaureate (IB) Biology	Government	Math Models
	AP/IB Chemistry	Economics	Pre-Calculus
	AP/IB Physics	AP Microeconomics	AP Statistics
	AP Environmental Science	AP Macroeconomics	AP Calculus
	Environmental Science	AP Government	Intermediate Algebra
	Anatomy and Physiology	AP Human Geography	Independent Study and Dual Credit Math
	Plant Science		
	Any other courses designated as 4th year science		

Visit the e3 portal at www.BattelleforKids.org/LubbockISD to learn more about the e3 Educator Performance Awards Program.

Award Payout for Teachers and Certified Instructional Support Staff

Categories A, B1, B2, C1, C2, D, D2, E, F and G

See Award Eligibility Categorization for information about each category

Strand I: Campus Progress Award—Up to $250*

Eligible teachers and certified instructional support staff are awarded when:
- Students demonstrate positive progress gains, and
- Educators' overall campus gain index is positive based on SAS® EVAAS® value-added reports.

Elementary Schools

Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
$250	$125	$62.50	$31.25

Secondary Schools

Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
$250	$125	$62.50	$31.25

Strand II: Content Area Progress Award—Up to $2,200*

Eligible core teachers are awarded when:
- Students demonstrate positive progress gains in the content area taught by staff, and
- Educators' overall content area gain index is positive based on SAS® EVAAS® value-added reports.
- If teaching more than one content area, the total award is evenly distributed across the content areas.
- Teachers in STAAR-tested grade levels are considered for the maximum award (Category A and C1). In grade-levels and content areas that are not STAAR-tested, the award amount is adjusted to 50 percent of the award (Category B1, C2, D, and D2).
- To be considered core, a teacher must teach a subject that has a STAAR test in grades 3–8 or for grades 9–11 is listed on the *Master Course List with e3 Subjects*, for the majority of the instructional day.
- The special education teacher must teach a core subject(s) for the majority of the day and a minimum of 10 students who test on STAAR and receive a teacher value-added report. To qualify for the full award at any grade/content area. For teachers with 10 or fewer students, awards are adjusted to 50 percent of the award (Category E).

Elementary Schools

Number of Core Subjects Taught	Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
1	$2,200	$1,100	$550	$275
2	$1,100/ subject	$550/ subject	$275/ subject	$137.50/ subject
3	$733/ subject	$366.50/ subject	$183.25/ subject	$91.63/ subject

Secondary Schools

Number of Core Subjects Taught	Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
1	$2,200	$1,100	$550	$275
2	$1,100/ subject	$550/ subject	$275/ subject	$137.50/ subject
3	$733/ subject	$366.50/ subject	$183.25/ subject	$91.63/ subject
4	$550/ subject	$275/ subject	$137.50/ subject	$68.75/ subject

Strand III: Campus Achievement Award—Up to $200*

Eligible teachers and certified instructional support staff are awarded when:
- Campus earns a TEA accountability rating of Met Standard AND one or more distinctions.

Met Standard Plus Five or More Distinctions	Met Standard Plus Three or Four Distinctions	Met Standard Plus One or Two Distinctions
$200	$150	$100

Strand IV: Individual Progress Award—Up to $500*

Eligible core teachers are awarded when:
- Teacher must receive a Teacher Value-Added Report.
- The Teacher Value-Added Report indicates an ABOVE rating when compared to either the MRM or URM comparison gain. This indicates the academic progress gain of the teacher's students is two standard errors above the comparison gain.

Above
$500

*Please note: *The award amounts shown are gross amounts. The actual amount of the award that is added to the payroll check will be less due to IRS guidelines.*

Award Payout for Instructional and Operational Support Staff

Categories H and I

See Award Eligibility Categorization for information about each category

Strand I: Campus Progress Award—Up to $150*

Eligible instructional and operational support staff are awarded when:
- Students demonstrate positive progress gains, and
- Overall campus gain index is positive based on SAS® EVAAS® value-added reports.

Elementary Schools

Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
$150	$75	$37.50	$18.75

Secondary Schools

Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
$150	$75	$37.50	$18.75

Strand II: Content Area Progress Award

Instructional and operational support staff are not eligible for content area progress awards.

Strand III: Campus Achievement Award—Up to $100*

Eligible instructional and operational support staff are awarded when:
- Campus earns a TEA accountability rating of Met Standard AND one or more distinctions.

Met Standard Plus Five or More Distinctions	Met Standard Plus Three or Four Distinctions	Met Standard Plus One or Two Distinctions
$100	$75	$50

Strand IV: Individual Progress Award

Not Eligible.

*Please note: *The award amounts shown are gross amounts. The actual amount of the award that is added to the payroll check will be less due to IRS guidelines.*

Award Payout for Campus Leadership

Categories J and K

See Award Eligibility Categorization for information about each category

Strand I: Campus Progress Award—Up to $500*

Eligible principals are awarded when:
- Students on the campus demonstrate positive progress gains, and
- Overall campus gain index is positive based on SAS® EVAAS® value-added reports

Eligible assistant principals will receive 50 percent of the award of the principal, and award will be proportionate to the amount of time assigned to the campus.

Elementary Schools

Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
$500	$250	$125	$62.50

Secondary Schools

Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
$500	$250	$125	$62.50

Strand II: Content Area Progress Award—Up to $2,000*

Eligible principals are awarded when:
- Students demonstrate positive progress gains in the content area tested on STAAR, and
- Educators' overall content area gain positive based on SAS® EVAAS® value-added reports.

Eligible assistant principals will receive 50 percent of the award of the principal, and award will be proportionate to the amount of time assigned to the campus.

Elementary Schools

Content Area	Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
Math	$500	$250	$125	$62.50
English/ Language Arts/Reading	$500	$250	$125	$62.50
Science	$500	$250	$125	$62.50

Secondary Schools

Content Area	Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
Math	$500	$250	$125	$62.50
English/ Language Arts/Reading	$500	$250	$125	$62.50
Science	$500	$250	$125	$62.50
Social Studies	$500	$250	$125	$62.50

Strand III: Campus Achievement Award—Up to $400*

Eligible teachers and certified instructional support staff are awarded when:
- Campus earns a TEA accountability rating of Met Standard AND one or more distinctions.

Eligible assistant principals will receive 50 percent of the award of the principal, and award will be proportionate to the amount of time assigned to the campus.

Met Standard Plus Five or More Distinctions	Met Standard Plus Two or Three Distinctions	Met Standard Plus One or Two Distinctions
$400	$300	$200

Strand IV: Individual Progress Award

Not Eligible.

*Please note: *The award amounts shown are gross amounts. The actual amount of the award that is added to the payroll check will be less due to IRS guidelines.*

LUBBOCK I.S.D.
r3 Award Program for Turnaround Schools
Fall 2017

RECOGNIZING AND *REWARDING* EDUCATORS whose work
RESULTS in strong student academic achievement and progress in a Turnaround School

Results: ANNUAL PERFORMANCE AWARDS

CORE TEACHER (e3 Categories A – E)				INSTRUCTIONAL COACH (e3 Category G)	
Strand 1 LISD e3 Award Program (Categories A-E)	Strand 2 LISD e3 Award Program (Categories A-E)	Strand 4 LISD e3 Award Program (Categories A and C1 only)	Strand 4 LISD e3 Award Program (Category D only)	Strand 1 LISD e3 Award Program	Strand 2 LISD e3 Award Program
match award received in e3 Award program	match award received in e3 Award program	$ 10, 000	$ 2, 000	match award received in e3 Award program	Match the amount from e3 Award program in the content area supported that can be earned by a category A or C1 teacher on the assigned campus

GUIDELINES

The r3 Award Program is an enhancement to the Lubbock ISD e3 Award Program. The additional awards are available to identified staff employed on schools designated as a Turnaround School by the Lubbock ISD Superintendent. The Turnaround Schools eligible for the additional awards in the fall of 2017 are Dunbar Middle School, OL Slaton Middle School, Estacado High School and Alderson Elementary.

✓ The performance awards are available to the following Turnaround School positions:
- Core instructional staff receiving a value added report
- Content area instructional coach

✓ For employees to qualify as core instructional staff, employees must serve in a position that falls into one of the categories A–E within the e3 Awards Program and aligns with all five criteria below:
- Be a full time employee who is assigned to a designated Turnaround campus during the year for which the awards are based. (Note: Employees new to the turnaround campuses in 2017-18 will be eligible for this enhancement in the fall of 2018.)
- Plan lessons
- Provide direct instruction to students
- Be responsible for providing content grades, not conduct or participation grades
- Links with students following the Lubbock ISD Roster Verification Guidelines

✓ Category definitions are part of the Lubbock ISD e3 Awards Program and can be found at http://portal.battelleforkids.org/LubbockISD/awards-program/eligibility

✓ All eligibility and category requirements for the Lubbock ISD e3 Awards Program must be met AND the employee must be in good-standing and teaching at the time of payout on the campus of the Turnaround School for which the value added is calculated.

✓ Payout coincides with the e3 Award program

✓ The award amounts shown are gross amounts. The actual amount of the award that is added to the payroll check will be less due to IRS guidelines.

The Teacher Index and Effectiveness Levels

In the Teacher Value Added reports, the index and effectiveness level provide the most reliable measures of the impact the teacher had on students' academic growth. To interpret the index and effectiveness level correctly, it's important to understand how they are generated.

Growth Measure

The process begins with the growth measure, which represents the amount of academic progress the teacher's students made on average in the selected grade and subject or course. The process for generating the growth measure takes into account each student's standardized testing history across grades and subjects, as well as the percentage of instructional responsibility the teacher had for the selected subject.

Standard Error

Each growth measure is accompanied by a standard error, which is a measure of statistical precision. This value defines a confidence band around the growth measure, which is helpful in determining how strong the evidence is that the teacher's students exceeded, met, or fell short of the Growth Standard.

Growth Standard

The Growth Standard represents the amount of growth the teacher's students were expected to make given their individual testing histories across grades and subjects. Because this expectation is based on the actual performance of students with similar testing histories statewide, it can be helpful to think of the standard as the amount of growth students needed to make to maintain their achievement level relative to their academically similar peers statewide.

Index

The Teacher Index is a reliable measure of whether the teacher's students exceeded, met, or fell short of the Growth Standard. This value takes into account the amount of growth the teacher's students made, as well as the certainty in that measure. Specifically, the index is the growth measure divided by its standard error.

Effectiveness Levels

Each Index is color coded to indicate how strong the evidence is that the teacher's students exceeded, met, or fell short of the Growth Standard. The legend at the bottom of the report provides guidance for interpreting the colors.

Effectiveness Level	Growth Index Value	Interpretation
Level 5	2.00 or higher	Significant evidence that the teacher's students made more progress than the Growth Standard.
Level 4	Between 1.00 and 2.00	Moderate evidence that the teacher's students made more progress than the Growth Standard.
Level 3	Between -1.00 and 1.00	Evidence that the teacher's students made progress similar to the Growth Standard.
Level 2	Between -2.00 and -1.00	Moderate evidence that the teacher's students made less progress than the Growth Standard.
Level 1	Less than -2.00	Significant evidence that the teacher's students made less progress than the Growth Standard.

When a growth measure falls exactly on the boundary between two levels, the higher level is assigned.