



Performance Based Compensation System 2020-2021

approved by HPS Board of Directors on August 22, 2020

Part I: Teacher Incentive Allotment (TIA) - Refer to TIA Guidebook for complete details.

Purpose: Rewarding excellent teaching and retaining top talent in the classroom.

Eligibility Requirements: Teachers must meet all of the following criteria in order to be eligible to earn a designation:

- I. Hold a valid SBEC certificate.
 - A. Eligible types of certificate include: Standard, Professional, Provisional.
 - B. Eligible classes of certificates include: Classroom Teacher, Reading Specialist, Legacy Master Teacher
- II. Be a classroom teacher for 90 days at 100% of the day or 180 days at 50-99% of the day.
- III. Meet minimum student growth targets set forth by TEA
- IV. Meet minimum observation ratings set forth by TEA
- V. Remain in an eligible teaching position at Harmony following the data capture year.

Below chart shows the performance standards (minimum targets) for student growth and teacher observations. These numbers may be updated by TEA each year.

TEA Performance minimums		
Designation	Observation	Growth
Recognized	2.9	55%
Exemplary	3.1	60%
Master	3.6	70%

Harmony's local designation plan measures student growth via NWEA MAP, STAAR, and SLOs, and teacher observation via H-TESS (Danielson Framework). Harmony also has an added criteria for Teacher Portfolios. Below chart shows the weighting of each component. Each teacher will have a final scale score out of 10 and eligible teachers who rank in around the top 33 percentile will potentially earn a designation. Among eligible teachers, roughly 5% will earn Master, 15% will earn Exemplary, and 13% will earn Recognized designation. Performance



awards for each designation level varies by campus based on the high need status of the student body they serve. These amounts are calculated by TEA each year and can be found on www.tiatexas.org/. Harmony will retain 10% of TIA funds for program costs. The remaining 90% will be paid to teachers on campuses where designated teachers are working, according to a spending plan created by Harmony and the TEA.

Teacher Groups	Student Growth	Teacher Observation	Teacher Portfolio
Tested Teachers	50%	35%	15%
Non-tested Teachers	30%	50%	20%

The teacher portfolio will include the following elements:

- Micro-credentials
- Other credentials (additional certifications, years of experience, advanced degrees)
- Teacher Leadership Roles
- Campus Growth, Distinction Designations, and Student Retention

Part II: Harmony Supporting Top Educators Program via Teacher Incentive Fund (TIF)

Purpose: Rewarding excellent teaching and leading with financial incentives

Eligibility Requirements: Each school year, in order for teachers to be eligible to receive a bonus for their performance, they must meet the following criteria:

- I. Demonstrate growth in student academic outcomes, and
- II. Demonstrate effective teaching based on classroom observations conducted multiple times during the school year.
- III. Not received a TIA designation award

The first criterion, demonstrating gains in student outcomes, is explained in this PBCS guide with achievement and growth targets for all eligible educator groups. The second criterion means that **teachers must score a minimum average of 2.0 in H-TESS from at least two formal**



classroom observations in a given school year. Teachers must meet all three of these criteria to receive a performance-based bonus.

Performance Bonus for Priority / Focus Schools

Employees of the “priority” or “focus” schools will receive Priority School Bonus if the campus meets academic progress goals in either NWEA MAP or STAAR:

- NWEA MAP: at least 55% growth (math & reading combined)
- STAAR Progress: at least 60% expected or accelerated progress (all subjects combined)

Total Bonus amount of \$50,000 will be allocated for each campus to be distributed among eligible faculty and staff, based on the structure explained below. The following table defines the weighting of the bonus amount for each position type. Eligible employees within each position category will get an equal share of the amount paid to the category (share amount divided by the number of eligible employees) if the bonus is earned. The Central Office Academic department will identify and announce priority and focus schools each year in early Fall.

Assignment	Share % (of \$50K)	Share Amount
Core Teachers (K-2, SpEd, ESL, ELA, SS, Math, Science, Interventionists, & Campus Coaches)	70%	\$35,000
Campus Administrators (Principals, all APs, & eligible District Coach ¹)	10%	\$5,000
Non-core Teachers, Coordinators (instructional) ² , & Counselors	15%	\$7,500
Other Staff (Business Managers, Teacher Aides, Coordinators (non-instructional) ³ , Residents, & other FT support staff)	5%	\$2,500

¹ Eligible District Coaches are those who are assigned to a single campus.

² Coordinators that are considered instructional include ESL, SPED, GT, and Testing Coordinators.

³ Coordinators that are considered non-instructional include PR/Outreach, Engagement, Student Discipline, and Student Recruitment Coordinators.



Performance Bonus for TIF & non-TIF Schools

The following categories per position type were established for this bonus. The following tables describe student growth goals, bonus amounts tied to each growth target, and maximum bonus amounts for each position type and position.

NWEA MAP Goals for Eligible Tested Teachers & Campus Coaches (GRK-10 Math, ELA GenEd Teachers, GR4-8 Science Teachers)

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<ul style="list-style-type: none"> ★ 60% growth from Fall to Winter* \$750 per subject (TIF) / \$350 per subject (non-TIF) ★ 70% growth from Fall to Winter* \$1500 per subject (TIF) / \$750 per subject (non-TIF) ★ 80% growth from Fall to Winter* \$2000 per subject (TIF) / \$1000 per subject (non-TIF) 	\$3000	\$1750

* For K-2 teachers, NWEA MAP growth will be measured from Fall to Spring.

STAAR Goals for Eligible Tested Teachers & Campus Coaches (GR4-8 Math, Reading, Algebra, English II)

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<ul style="list-style-type: none"> ★ 60% of students make expected or accelerated progress on STAAR \$750 per teacher (TIF) / \$350 per teacher (non-TIF) ★ 70% of students make expected or accelerated progress on STAAR \$1500 per teacher (TIF) / \$750 per teacher (non-TIF) ★ 80% of students make expected or accelerated progress on STAAR \$2000 per teacher (TIF) / \$1000 per teacher (non-TIF) 	\$3000	\$1750



NWEA MAP & STAAR Goals for SpEd & ESL Educators (Teachers & Coordinators)

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<p>NWEA MAP Goals:</p> <ul style="list-style-type: none"> ★ 55% growth from Fall to Winter* \$750 per subject (TIF) / \$350 per subject (non-TIF) ★ 60% growth from Fall to Winter* \$1250 per subject (TIF) / \$600 per subject (non-TIF) ★ 70% growth from Fall to Winter* \$1500 per subject (TIF) / \$750 per subject (non-TIF) <p>STAAR Goals:</p> <ul style="list-style-type: none"> ★ 55% of students make expected or accelerated progress on STAAR \$750 per teacher (TIF) / \$350 per teacher (non-TIF) ★ 60% of students make expected or accelerated progress on STAAR \$1250 per teacher (TIF) / \$600 per teacher (non-TIF) ★ 70% of students make expected or accelerated progress on STAAR \$1500 per teacher (TIF) / \$750 per teacher (non-TIF) 	\$3000	\$1500

* NWEA MAP growth will be measured from Fall to Spring in K thru 2.

For SpEd and ESL educators, bonus goals must be met for entire SpEd / ESL student populations on campus.

Advanced Placement (AP) and Project Lead the Way (PLTW), and Industry Based Certification (IBC) Goals for HS Teachers

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<ul style="list-style-type: none"> ★ AP Tier I: Meet or Exceed previous year's state passing rate with min. 65% test participation rate TIF: \$1000 per AP course / \$1500 per STEM AP non-TIF: \$250 per AP course / \$350 per STEM AP 	\$3000	\$750

<ul style="list-style-type: none"> ★ AP Tier II: # of students passing the AP exam with min. 50% test participation rate per AP course TIF: \$50 per student / \$75 per STEM AP student non-TIF: \$20 per student / \$30 per STEM AP student ★ PLTW Tier I: At least 50% of students pass (accomplished or above) EoC exam with minimum 65% test participation rate \$1500 per course (TIF) / \$350 per course (non-TIF) ★ PLTW Tier II: # of students passing with distinguished level if Tier I goal is met \$75 per student (TIF) / \$30 per student (non-TIF) ★ IBC: # of students passing an IBC exam aligned with the teacher’s CTE course \$75 per student (TIF) / \$30 per student (non-TIF) 		
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Student Growth Goals for Non-Tested Teachers

In order to be eligible for a performance bonus, non-tested teachers will write Student Learning Objectives (SLOs) and measure student growth using pre- and post-assessments or portfolio/PBL rubrics to demonstrate student growth in semester-long or year-long instructional windows.

Non-tested teachers include PreK, Art, Music, PE, LOTE, Computer/Tech Apps, Character Ed. and some core subjects at certain grade levels where STAAR, NWEA MAP, or AP / PLTW does not apply.

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<ul style="list-style-type: none"> ★ 55% growth on SLOs: \$500 (TIF) / \$250 (non-TIF) ★ 60% growth on SLOs: \$750 (TIF) / \$350 (non-TIF) ★ 70% growth on SLOs: \$1000 (TIF) / \$500 (non-TIF) 	\$1000	\$500

Project Based Learning (PBL) Bonus for All Eligible Teachers

In addition to student growth-based performance bonus, teachers may earn PBL bonus when they mentor students in year-long interdisciplinary projects and submit those through Skyward PBL



reporting module. Submitted projects are subject to district and central office approval for bonus eligibility.

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<ul style="list-style-type: none"> ★ STEM Teachers: 3 or more approved Level II/III projects submitted thru Skyward PBL module \$500 per teacher (TIF & non-TIF) ★ non-STEM teachers: Mentoring 3 or more approved Level II/III projects for the interdisciplinary connections \$100 per teacher (TIF & non-TIF) ★ H-SEF*: # of projects participated in annual H-SEF \$100 per project per teacher, max \$500 (TIF & non-TIF) ★ Elementary Teachers at EIR Campuses: 3 or more approved PBL projects submitted thru Skyward \$500 per teacher (EIR) 	\$500	\$500

* H-SEF PBL bonus is stackable with other types of PBL bonuses.

College Readiness Goals for Counselors

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<ul style="list-style-type: none"> ★ Tier I Goal: 55% of Juniors and 70% of Seniors are college-ready measured by SAT/ACT/TSI ★ Tier II Goal: 40% of Juniors and 55% of Seniors are college-ready measured by SAT only \$500 per Tier (TIF) / \$250 per Tier (non-TIF) ★ Distinction Goal: Campus earns a distinction designation in Postsecondary Readiness \$250 per counselor (TIF & non-TIF) 	\$1000	\$500



Bonus for Other Educators

This category of Other Educators includes Teacher Aides, SpEd/ESL support staff, all campus coordinators (except for SPED/ESL), Residents, Business Managers, Library Assistants, Health Aides, Secretaries, Registrars, Interventionists without a goal, and all other full-time campus support staff. Part-time campus staff is not eligible for bonus and is excluded from this category.

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<ul style="list-style-type: none"> ★ STAAR: # of distinction designations campus earns \$100 per distinction, \$500 max (TIF) / \$250 max (non-TIF) ★ STAAR: 60% of students make expected or accelerated progress \$250 (TIF) / \$125 (non-TIF) ★ NWEA MAP: 60% Growth in Math & Reading combined from Fall to Winter* \$250 (TIF) / \$125 (non-TIF) 	\$1000	\$500

* NWEA MAP growth will be measured from Fall to Spring in K thru 2.

Bonus Eligibility for Campus Administrators

Campus administrators include Principal, Assistant principals, and eligible District Coach assigned to campus. Campus administrators must meet the following prerequisite goals to be eligible for any performance bonus. If these prerequisites are not met, they forfeit any performance bonus.

Prerequisite I: 100% of teaching staff on campus are observed formally at least twice according to H-TESS observation calendar. This applies to all campus administrators except district coach.

Prerequisite II: 100% of teaching staff on campus are observed formally at least once by the principal according to H-TESS observation calendar. Principals who have more than 40 teachers¹ on campus will meet this requirement when they observe at least 40 teachers. Observation priority must be given to new teachers, emerging teachers², and core/tested teachers.

¹ This number was revised on Feb 8, 2021 and reduced to 40. It was previously set as 50.

² Emerging teachers are those who received a score of 1 or 2 on H-TESS evaluation rubrics and consequently had a less than 2.5 score average on H-TESS from previous school year.

Description and Bonus Goal	Max Bonus per person (TIF)	Max Bonus per person (non-TIF)
<p><u>College Readiness Goals for Principals and Assistant Principals</u></p> <ul style="list-style-type: none"> ★ Tier I Goal: 55% of Juniors and 70% of Seniors are college-ready measured by SAT/ACT/TSI ★ Tier II Goal: 40% of Juniors and 55% of Seniors are college-ready measured by SAT only \$250 per Tier (TIF) / \$150 per Tier (non-TIF) ★ Attendance Goal: min. 96% annual average attendance for ES/MS admins only \$500 per admin (TIF) / \$250 per admin (non-TIF) <p><u>NWEA MAP Goals for All Administrators</u></p> <ul style="list-style-type: none"> ★ 55% school-wide growth from Fall to Winter* \$500 per admin (TIF) / \$250 per admin (non-TIF) ★ 60% school-wide growth from Fall to Winter* \$1000 per admin (TIF) / \$500 per admin (non-TIF) ★ 65% school-wide growth from Fall to Winter* \$1500 per admin (TIF) / \$750 per admin (non-TIF) <p><u>STAAR Goals for All Administrators</u></p> <ul style="list-style-type: none"> ★ 60% of students make expected or accelerated progress \$500 per admin (TIF) / \$250 per admin (non-TIF) ★ 65% of students make expected or accelerated progress \$1000 per admin (TIF) / \$500 per admin (non-TIF) ★ 70% of students make expected or accelerated progress \$1500 per admin (TIF) / \$750 per admin (non-TIF) ★ STAAR: # of distinction designations campus earns \$100 per distinction, \$500 max (TIF & non-TIF) <p><u>Teacher Retention Goal for Principals¹</u></p> <ul style="list-style-type: none"> ★ 80% of teachers from previous year remain on the same campus (excluding teachers who are promoted to admin positions within HPS) \$1000 per principal (TIF) / \$500 (non-TIF) 	<p>\$4000 (Principal)</p> <p>\$3000 (Other Admins)</p>	<p>\$2000 (Principal)</p> <p>\$1750 (Other Admins)</p>

¹ The basic formula for calculating teacher retention is: (# of teachers who remained employed for the entire measurement period) / (# of teachers at the start of measurement period) x 100



Our measurement period is Fall to Fall, looking at teachers who were employed as of September 1st last year and how many of them returned as of September 1st this year.

* NWEA MAP growth will be measured from Fall to Spring in K thru 2.

School-wide growth in NWEA MAP refers to combined Reading and Math assessments.

DISTRICT POSITIONS		Max Bonus
District Instructional Coaches¹ & Instructional Support Coordinators	<ul style="list-style-type: none"> ★ 55% district-wide MAP growth Fall to Winter* \$500 per person ★ 60% district-wide MAP growth Fall to Winter* \$1000 per person ★ 60% district-wide STAAR progress \$500 per person ★ 65% district-wide STAAR progress \$1000 per person 	\$1000
District Academic Personnel²	When Priority Bonus criteria is met, \$5000 per priority campus is divided among academic district personnel who supported that campus.	\$1000
SpEd & ESL District Coordinators	RDA Performance Level mean score in BE/ESL and SPED program areas must be 1.0 or less: <ul style="list-style-type: none"> ★ PL Mean = 0.0 --> \$1,500 ★ PL Mean = [0.1-0.5] --> \$1,000 ★ PL Mean = [0.6-1.0] --> \$500 	\$1500

¹ District Coaches who are not assigned to a single campus will only be eligible for bonuses based on the above “District Positions” bonus table.

² District Academic Personnel includes Instructional Coaches who support multiple campuses, SPED/ESL/GT District Coordinators, STEM Coach, and Instructional Support Coordinators. Band I-II positions are exempt from this bonus. District priority bonus is capped at \$1000 per person total, not per person per campus.

* NWEA MAP growth will be measured from Fall to Spring in K thru 2.

MAP and STAAR growth will be calculated subject-specific for each Instructional Coach where applicable, but combining all subjects for Instructional Data Coordinators and non-applicable coaches.



Special Notes:

- The priority school bonus and performance bonus will be paid at the end of November 2021 for 2020-2021 school year performance.
- HPS employees who are hired after the first day of Spring 2021 semester will not be eligible for any bonus.
- Payments to employees under this plan are considered “special duty” pay for service at the Harmony Public Schools. Such payments are not considered part of an employee’s base pay. Furthermore, the elimination or reduction of this pay for an employee does not constitute a “demotion.”
- If a staff member’s employment with the school ends for any reason prior to the end of the school year, he/she will not be eligible for these bonuses. Eligible employees must be employed with an HPS school on November 5, 2021 to receive the bonus for the 2020-2021 school year.
- This plan allows eligible individuals on HPS schools’ 2020-21 staff roster to receive one or more bonuses, as explained above, if retained for the 2021-22 school year. If the bonuses are earned and the Board decides that financial conditions allow payment of bonuses to eligible employees, payments will be made to eligible employees in one installment at the end of November 2021. These bonuses are discretionary based upon financial health of HPS and amounts stated above are the maximum amounts that may be paid under this plan.
- Bonuses for non-TIF Schools will be paid from school budgets with local funds.
- District personnel bonuses will be paid from the district budget with general funds.
- Please note that employees may earn bonus via several tangible pieces as identified above with a maximum cap amount per person. If multiple bonus tables apply to an employee with different maximum amounts, the higher max amount applies.
- Teachers who receive performance compensation through an earned TIA designation will not be eligible for another bonus under TIF.



- Campus Staff who have teaching assignments despite being in non-teaching positions (e.g. counselors, coordinators, etc.) are eligible for tested or non-tested bonus as long as they meet the H-TESS criteria and demonstrate student growth. However, these bonuses are not stackable and they will only be awarded the highest bonus available to them.
- District Instructional Coaches who are assigned to a single campus will be eligible for admin performance bonus based on NWEA MAP and STAAR goals of the campus. District Coaches who support multiple campuses will only be eligible for bonuses under “District Positions” bonus table.
- Campus Instructional Coaches will be considered under the “tested teacher” bonus category. If they have a teaching assignment, their performance will be based on assigned classes/courses they teach and they need to meet H-TESS eligibility criteria. Otherwise their bonus will be calculated based on school-wide NWEA and STAAR performance.
- To be eligible for any bonus (TIF, non-TIF, performance, priority); a teacher must have a minimum of 2.0 annual average score on formal classroom observations in H-TESS. At least two formal observations must be conducted to prove that the teacher meets the criteria to be effective.
- Methodologies for STAAR and NWEA MAP related performance calculations for teachers, coaches, and interventionists are detailed in Performance Calculation guides prepared by Central Office Academic Department. These documents are subject to updates by Central Office as needed.