



TEACHER INCENTIVE FUND (TIF)

Harmony Supporting Top Educators Program (H-STEP)

Performance Based Compensation Plan 2017-2018

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.

The first criterion, demonstrating gains in student outcomes, is explained in this PBCS guide with achievement and growth targets for all 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 both of these criteria to receive a performance-based bonus. While this is tied to the TIF grant, it will be in effect for both TIF and non-TIF campuses.

Performance-Based Compensation System (PBCS) for TIF Schools

Priority Schools Bonus for TIF schools:

Employees of the priority schools will receive Priority Schools Bonus if the school receives “Met Standard” accountability rating for 2018 and improves its performance with an increase in Index 1 score compared to previous year. 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 number of eligible employees) if the bonus is earned.



Assignment	Share % (out of \$50,000)	Share Amount
Core Teachers (K-2, SpEd, ESL, ELA, SS, Math, Science, Interventionists)	70%	\$35,000
Campus Administrators	10%	\$5,000
Non-core Teachers, Coordinators, & Counselors	15%	\$7,500
Other Staff including Operation Manager, PR, and Engagement Coordinators (only FT campus staff)	5%	\$2,500

The following schools were identified as priority schools for SY 2017-18.

1. Harmony Science Academy – Austin
2. Harmony School of Innovation – Austin
3. Harmony School of Excellence – Austin
4. Harmony School of Science – Houston
5. Harmony School of Fine Arts & Tech – Houston
6. Harmony School of Exploration – Houston
7. Harmony Science Academy – Bryan
8. Harmony School of Endeavor – Houston
9. Harmony Science Academy – Lubbock
10. Harmony Science Academy – Odessa
11. Harmony School of Innovation – San Antonio
12. Harmony School of Innovation – Laredo
13. Harmony Science Academy – Fort Worth
14. Harmony Science Academy – Grand Prairie
15. Harmony Science Academy – Waco



Performance Bonus for TIF Schools: The following categories per position type were established for this bonus. The following table defines the description, bonus goal, and maximum bonus amount for each position type and position.

Assignment	Category	Description and Bonus Goal	Max Bonus per person
K-2	NWEA MAP	At least 65% of students meet NWEA MAP Reading/Math growth goal (\$1,500 per subject)	\$3000
3 through 11	STAAR	Teacher STAAR goal met - 25% of those who did not pass STAAR/EOC last year will pass this year. (\$1000 per subject, \$2000 max)	\$3000
3 through 11	STAAR	Teacher goal met for STAAR/EOC advanced. (\$1000 per subject, \$2000 max)	
3 through 10	NWEA MAP	At least 65% of students meet NWEA MAP Reading/Math growth goal. (\$1000 per subject, \$2000 max)	
College Counselor	Distinction Designation & College Readiness	Goal 1: Campus earns a distinction designation in Postsecondary Readiness (\$500), and Goal 2: College readiness goal (CR index using SAT/ACT/TSI- both subjects) is met for seniors (70%). (\$500)	\$1000
AP Teachers	AP Exams	AP Goal Met (Previous year's State passing rate) with 65% test participation rate. (\$1000 per AP course / \$1500 per STEM AP)	\$3000
AP Teachers	AP Exams	# of students passing AP exam with 50% test participation rate per AP course. (\$50 per student / \$75 per STEM AP student)	
High school teachers (11th/12th)	College Readiness	College Readiness goal (CR index using SAT/ACT and TSI- both subjects) is met for juniors (55%) and for seniors (70%). (\$1500 per measure)	\$3000



Campus Administrators (Principals & APs)	Distinction Designation & Safeguards	Principals and All AP's will get bonus for each Distinction Designation campus earns. Principals/APs: \$300 per distinction and \$900 for 25% growth in Safeguards	
Campus Administrators (Principals & APs)	College Readiness	College Readiness goal is met. <u>High Schools</u> : CR index using SAT/ACT/TSI- both subjects, 55% for juniors and 70% for seniors. <u>Elementary/Middle Schools</u> : CR index based on campus attendance, min. 95% (\$500)	\$4000 (Principal) & \$3000 (APs)
Principal	Teacher Retention	Teacher retention goal (\$1000): 80% of teachers stay in a classroom teaching position on the same campus from last year	
Campus Special Ed Coordinator and Teacher	NWEA MAP and STAAR	Goal 1: Campus STAAR passing rate goal for SPED students- 25% growth (\$250 per subject) Goal 2: Campus NWEA MAP growth goal for SPED students- 65% (\$1,000 per subject)	\$3000
Campus ESL Coordinator & Teacher	STAAR, TELPAS, NWEA MAP	Goal 1: Campus STAAR passing rate goal for ESL students- 25% growth (\$250 per subject). Goal 2: Campus TELPAS goal- min. 45% of students performing one level growth & 10% growth (\$1,000). Goal 3: Campus NWEA MAP growth goal for ESL students- 65% (\$1,000 per subject)	\$3000
Other Staff	Distinction Designation	When campus earns at least one distinction designation, other staff (full time only) listed below will qualify for bonus. (SPED/ESL support staff, engagement coordinator, PR coordinator, librarian, Teacher Assistant, operation manager, nurse, secretary, registrar, interventionist without a goal, T/F Coordinator, GT Coordinator) \$250 per distinction	\$1000



General Education Teacher	STAAR Special Ed and ESL	Number of SPED and ESL students passing STAAR test taught by that teacher in that subject area (\$50 per student)	\$3000
PBL Bonus	PBL Projects	<u>Secondary STEM Teachers:</u> 3 or more approved Level II/III projects submitted thru STEMSOS platform (\$500 per teacher) <u>Secondary ELA/SS Teachers:</u> Mentoring 3 or more approved Level II/III projects for the interdisciplinary connections (\$100 per teacher)	\$500
Non-Tested Teachers*	Student Learning Objectives (SLOs)	Non-Tested teachers will write SLOs and measure student growth using pre-/post-tests or portfolio/PBL rubrics. <u>Goal:</u> At least 65% of students demonstrate growth (\$1000).	\$1000

* Teachers who teach both tested and non-tested subjects/grade levels may participate in SLOs and aim for the non-tested bonus. However, tested and non-tested bonuses are not stackable, so they will only be awarded the higher amount of the two.

Performance-Based Compensation System (PBCS) for Non-TIF Schools

Performance Bonus for Non-TIF Schools: The following 12 categories per position type were established for this bonus. The following table defines the description, bonus goal, and maximum bonus amount for each position type.

Assignment	Category	Description and Bonus Goal	Max Bonus
K-2	NWEA MAP	At least 65% of students meet NWEA MAP Reading/Math growth goal (\$500 per subject)	\$1000
3 through 11	STAAR	Teacher STAAR goal met - 25% of those who did not pass STAAR/EOC last year will pass this year. (\$350 per subject, \$700 max)	\$1750
3 through 11	STAAR	Teacher goal met for STAAR/EOC advanced. (\$350 per subject, \$700 max)	



3 through 10	NWEA MAP	At least 65% of students meet NWEA MAP Reading/Math growth goal. (\$250 per subject, \$500 max)	
3 through 11	Distinction Designation	When campus earns a distinction designation in a subject area, all teachers in that department will get bonus (\$250 per person)	
College Counselor	Distinction Designation & College Readiness	Goal 1: Campus earns a distinction designation in Postsecondary Readiness (\$250), and Goal 2: College readiness goal (CR index using SAT/ACT/TSI- both subjects) is met for seniors (70%). (\$250)	\$500
AP Teachers	AP Exams	AP Goal Met (Previous year's State passing rate) with 65% test participation rate. (\$250 per AP course / \$350 per STEM AP course)	\$750
AP Teachers	AP Exams	# of students passing AP exam with 50% test participation rate per AP course. (\$20 per student / \$30 per STEM AP student)	
Campus Administrators (Principals & APs)	Distinction Designation & Safeguards	Principals and All AP's will get bonus for each Distinction Designation campus earns. Principals/APs: \$250 per distinction and \$500 for 25% growth in Safeguards	\$1750
Campus Administrators (Principals & APs)	College Readiness	College Readiness goal is met. <u>High Schools:</u> CR index using SAT/ACT/TSI- both subjects, 55% for juniors and 70% for seniors. <u>Elementary/Middle Schools:</u> CR index based on campus attendance, min. 95% (\$250)	
Principal	Teacher Retention	Teacher retention goal (\$300) 80% of teachers stay in a classroom teaching position on the same campus from last year	
Campus SPED Coordinator & Teacher	NWEA MAP and STAAR	Goal 1: Campus STAAR passing rate goal for SPED students- 25% growth. (\$200 per subject) Goal 2: Campus NWEA MAP growth goal for SPED students- 65% (\$500 per subject)	\$1500



Campus ESL Coordinator & Teacher	STAAR, TELPAS, NWEA MAP	<p>Goal 1: Campus STAAR passing rate goal for ESL students- 25% growth (\$200/subject, max \$500).</p> <p>Goal 2: Campus TELPAS goal- min. 45% of students performing one level growth & 10% growth (\$500).</p> <p>Goal 3: Campus NWEA MAP growth goal for ESL students- 65% (\$500 per subject).</p>	\$1500
Non-tested Teachers & Other Staff	Designation	When campus earns at least one distinction designation, other staff (full time only) listed below who did not get any other bonus will qualify for bonus. (SPED/ESL support staff, engagement coordinator, PR coordinator, librarian, Teacher Assistant, operation manager, nurse, secretary, registrar, interventionist without a goal, T/F Coordinator, GT Coordinator, PreK Teacher)	\$250
DISTRICT POSITIONS			
Instructional Coach	STAAR	Cluster Goal met - 25% of those who did not pass STAAR last year will pass this year.	\$1000
Data Analyst / Director of Academics	STAAR	<p>Cluster goal met in Reading/Math (\$350 per subject)</p> <p>Cluster goal goal met in Science/Social Studies (\$150 per subject)</p>	\$1000
Cluster Academic Personnel	STAAR	Priority Campus Bonus: Met Standard and Increase Index 1. (\$5000 per priority campus divided among academic district personnel supported that campus)	\$1000
SPED & ESL Cluster Coordinators	District PBM Stage	When district stage for SPED/ESL is 1 or 0, cluster coordinators for SEPDP/ESL will qualify for bonus. (\$500 for Stage 1 / \$1500 for No Stage)	\$500 - \$1500



Special Notes:

- The priority school bonus and performance bonus will be paid at the end of November 2018 for 2017-2018 school year performance.
- HPS employees will be eligible for the bonus whenever they are hired during the year without any cutoff dates and regardless of number of employment days.
- 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.” In addition, there is no expectation for this bonus plan to extend beyond the 2017-2018 school year outlined in this plan. If similar or other bonuses are offered for future school years, those will be outlined by bonus plans specific to those school years.
- 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, 2018 to receive the bonus for the 2017-2018 school year.
- Priority campuses are eligible for performance bonus as well.
- This plan allows eligible individuals on HPS schools’ 2017-18 staff roster to receive one or more bonuses, as explained above, if retained for the 2017-18 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 2018. 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.
- Performance Bonus for non-TIF Schools will be paid from school budgets with local funds.
- Cluster personnel bonuses will be paid from 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.
- Campus staff who have teaching assignments despite being in non-teaching positions (e.g. counselors, coordinators, etc.) are eligible for tested and/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.
- 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.