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 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.

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Campus Name</th>
<th>Value Added Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Dunbar College Prep Academy</td>
<td>5.26</td>
</tr>
<tr>
<td>1</td>
<td>Talkington School for YWL</td>
<td>3.82</td>
</tr>
<tr>
<td>1</td>
<td>O L Slaton Middle School</td>
<td>3.47</td>
</tr>
<tr>
<td>1</td>
<td>Hutchinson Middle School</td>
<td>0.93</td>
</tr>
<tr>
<td>2</td>
<td>Smylie Wilson Middle School</td>
<td>0.21</td>
</tr>
<tr>
<td>2</td>
<td>Lubbock Co Juvenile Justice Ctr</td>
<td>-0.58</td>
</tr>
<tr>
<td>2</td>
<td>Matthews Learning Center</td>
<td>-1.83</td>
</tr>
<tr>
<td>2</td>
<td>Coronado High School</td>
<td>-2.33</td>
</tr>
</tbody>
</table>
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 2 Campus Progress Measure by Subject – SECONDARY

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Campus Name</th>
<th>Subject</th>
<th>Value Added Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Dunbar College Prep Academy</td>
<td>Math</td>
<td>5.47</td>
</tr>
<tr>
<td>1</td>
<td>O L Slaton Middle School</td>
<td>Math</td>
<td>4.91</td>
</tr>
<tr>
<td>1</td>
<td>Talkington School for YWL</td>
<td>Math</td>
<td>1.58</td>
</tr>
<tr>
<td>1</td>
<td>Monterey High School</td>
<td>Math</td>
<td>1.12</td>
</tr>
<tr>
<td>2</td>
<td>Lubbock High School</td>
<td>Math</td>
<td>-0.65</td>
</tr>
<tr>
<td>2</td>
<td>Lubbock Co Juvenile Justice Ctr</td>
<td>Math</td>
<td>-0.67</td>
</tr>
<tr>
<td>2</td>
<td>Hutchinson Middle School</td>
<td>Math</td>
<td>-2.05</td>
</tr>
<tr>
<td>2</td>
<td>Coronado High School</td>
<td>Math</td>
<td>-2.33</td>
</tr>
</tbody>
</table>
Strand 3

- 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 recognize individual teachers even though the awards are still weighted toward teams to encourage collaboration.

- 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.
Report: District Teacher Effectiveness Summary
School: Slaton Middle School
District: Lubbock Independent School District

<table>
<thead>
<tr>
<th>Effectiveness Level</th>
<th>School</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 5: Most Effective</td>
<td>7</td>
<td>21</td>
</tr>
<tr>
<td>Level 4: Above Average Effectiveness</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Level 3: Average Effectiveness</td>
<td>4</td>
<td>40</td>
</tr>
<tr>
<td>Level 2: Approaching Average Effectiveness</td>
<td>1</td>
<td>18</td>
</tr>
<tr>
<td>Level 1: Least Effective</td>
<td>2</td>
<td>41</td>
</tr>
</tbody>
</table>

Graphs show the distribution of effectiveness levels for School and District.
### Teaching Effectiveness

**Mathematics 2017**  
**Math (6, 7, 8): Alg1**

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<td>2</td>
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</tr>
</tbody>
</table>

![School and District Pie Charts]
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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Payout</td>
<td>$946,593</td>
<td>$1,108,344</td>
<td>$1,193,674</td>
<td>$1,245,173</td>
<td>$1,223,591</td>
<td>$1,177,952</td>
<td>$1,259,464</td>
</tr>
<tr>
<td>Number of Employees Receiving an Award</td>
<td>1,418</td>
<td>1,461</td>
<td>1,744</td>
<td>1,967</td>
<td>1,935</td>
<td>2,211</td>
<td>2,207</td>
</tr>
<tr>
<td>Highest Award Received</td>
<td>$2,700</td>
<td>$2,900</td>
<td>$4,050</td>
<td>$3,150</td>
<td>$3,289.50</td>
<td>$3,600.50</td>
<td>$3,550</td>
</tr>
<tr>
<td>Average Award</td>
<td>$668</td>
<td>$758</td>
<td>$672</td>
<td>$633</td>
<td>$628</td>
<td>$533</td>
<td>$570</td>
</tr>
<tr>
<td>Number of Awards $1,000+</td>
<td>373</td>
<td>449</td>
<td>415</td>
<td>473</td>
<td>426</td>
<td>439</td>
<td>473</td>
</tr>
<tr>
<td>Number of Campuses receiving an award</td>
<td>36</td>
<td>39</td>
<td>45</td>
<td>43</td>
<td>40</td>
<td>40</td>
<td>43</td>
</tr>
</tbody>
</table>
# Maximum payout for teachers regular vs turnaround schools

<table>
<thead>
<tr>
<th>Strand</th>
<th>All Campuses e3 Award</th>
<th>Turnaround campuses r3 Award</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Campus Progress</td>
<td>$250</td>
<td>$500</td>
</tr>
<tr>
<td>2 Content Area Progress</td>
<td>$2,200</td>
<td>$4,400</td>
</tr>
<tr>
<td>3 Campus Achievement</td>
<td>$200</td>
<td>$200</td>
</tr>
<tr>
<td>4 Individual Teacher Progress</td>
<td>$500</td>
<td>$10,000</td>
</tr>
<tr>
<td><strong>Total Maximum Payout</strong></td>
<td><strong>$3,150</strong></td>
<td><strong>$15,100</strong></td>
</tr>
</tbody>
</table>
### 2016-2017 Payout Totals

<table>
<thead>
<tr>
<th>O.L. Slaton and Dunbar Middle Schools</th>
<th>e3 Award</th>
<th>r3 Award</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Payout</td>
<td>$102,187</td>
<td>$173,300</td>
<td>$275,487</td>
</tr>
</tbody>
</table>
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

- 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
Met or Exceeded Growth

<table>
<thead>
<tr>
<th>Subject</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Subjects</td>
<td>49</td>
<td>60</td>
</tr>
<tr>
<td>Reading</td>
<td>48</td>
<td>56</td>
</tr>
<tr>
<td>Math</td>
<td>50</td>
<td>64</td>
</tr>
</tbody>
</table>
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.
Pay to  
Manique Cupak  
Fifteen thousand two hundred fifty dollars
for Award Payout

Lubbock Independent School District
1628 19th
Lubbock, TX 79401
147852
December 2018

Pay to Manique Cupak 
Fifteen thousand two hundred fifty dollars 
for Award Payout

123456789: 147852: 987456
Lubbock Independent School District
1428 19th
Lubbock, TX 79401

Pay to: Kason Brown

Fifteen thousand two hundred fifty dollars

December 2015

Dollars

Award Payout

Damon McCall
Lubbock Independent School District
1628 19th
Lubbock, TX 79401

December 2018

Pay to: Jennifer Thompson $15,250.00

Fifteen thousand two hundred fifty dollars

for Award Payout

Signature: [Signature]

[Date] 147855
Pay to Nikki Bear $15,250.00
Fifteen thousand, two hundred fifty dollars
for Award Payout
Damon McCall
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