

# Year Three Performance Awards

## Who is eligible for Year Three Performance Awards?



Reading & Math Educators, K-8



Academic Interventionists & Special Education Educators



PreK Educators

## What are the Basics?

- Award calculations are based on fall-to-spring in reading and math
- Students must have assessments for both fall and spring in reading and math
- Awards will be communicated after all roster and assessment data have been vetted and verified
- After award determination, an inquiry window will be available for educators to submit questions
- Performance awards will be paid out in June (all compensation is subject to federal, state, and local taxes)

## How does rostering work?

- Every student in a school must be placed on an educator's roster
- There is a single primary Educator-of-Record per subject except for educators in a Co-Teaching environment
- Roster checks will be done with school leadership on a quarterly basis
- Final rosters for the school year will be confirmed at the beginning of Q4
- The final Educator-of-Record assignment will be at the discretion of the Principal

## What are the Educator Classifications?\*

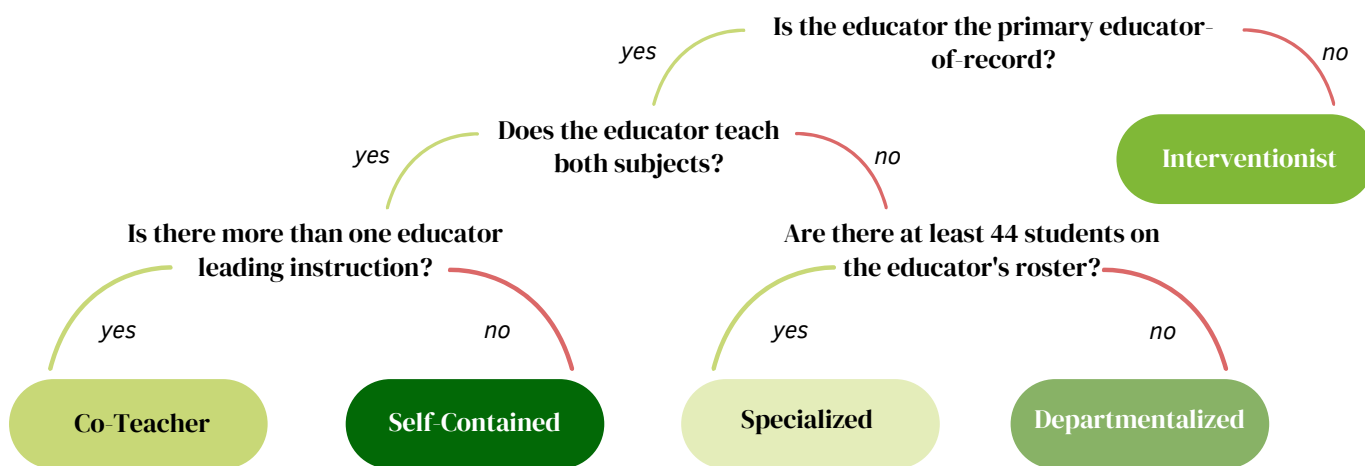
Self-Contained	Co-Teacher	Departmentalized	Specialized	Interventionist
<p>A classroom educator that has the responsibility of providing the primary instruction of both reading and math to a roster of students</p> <p>A self-contained educator is eligible for the awards for reading and math</p>	<p>A classroom educator that shares the responsibility of providing the primary instruction for both reading and math to a roster of students</p> <p>All classroom awards will be split between the two educators on a 50/50 basis</p>	<p>A classroom educator that has the responsibility of providing the primary instruction for one subject, either reading or math</p> <p>A Departmentalized educator is only eligible for the award for their respective discipline</p>	<p>A classroom educator that has the responsibility of providing the primary instruction for one subject to a roster of multiple full-sized classrooms*</p> <p>*44 or more students must be on the educator's roster</p>	<p>An educator that provides supplemental instruction beyond core curriculum (reading or math) to a roster of at least 20 students</p> <p>An Interventionist is considered the Secondary Educator-of-Record</p>
<p>Eligible up to \$40,000 (\$20,000/subject) for Classroom Growth &amp; additional potential for Student Advancement</p>	<p>Eligible up to \$20,000 (each subject split 50/50) for Classroom Growth &amp; additional potential for Student Advancement</p>	<p>Eligible up to \$20,000 for Classroom Growth &amp; additional potential for Student Advancement</p>	<p>Eligible up to \$40,000 for Classroom Growth &amp; additional potential for Student Advancement</p>	<p>Eligible up to \$5,000 for Classroom Growth &amp; additional potential for Student Advancement</p>

\*Does not apply to Pre-Kindergarten Educators

*\*This plan is in effect for only the 2022–2023 Academic School Year.*

*\*Meeting Street Schools reserves the right to make any changes to the performance awards plan in a current or future year including, but not limited to, adjustments to policy, budget, structure and/or the full discontinuation of the initiative at any time. This initiative is now in its third year.*

## How are Educator Classifications Determined?\*



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## Two Award Components

(Based on Reading & Math NWEA MAP)

### 1. Classroom Growth

Awards educators based on classroom growth (as compared to historical national averages) for both Reading and Math from fall to spring. The Classroom Growth Award is based on all students on an educator's roster.

### 2. Student Advancement

Awards educators based on moving students into higher quartiles in both Reading and Math based on the net number of students moving up from a quartile from fall to spring. If one student moves up from the bottom quartile and two students fall into the bottom quartile, that equates to a *net* of negative one.

## Core Classroom Educators (Reading & Math)

Classroom Growth			Student Advancement	
MOG Band	Award Per Subject	Award Per Subject *Specialized	Quartile	Award Per Net Student
1.2x - 1.4x	\$2,500	\$5,000	25% Q4	\$1,000
1.4x - 1.6x	\$5,000	\$10,000	50% Q3	\$500
1.6x - 1.8x	\$10,000	\$20,000	75% Q2	\$250
> 1.8x	\$20,000	\$40,000		

- Educators can earn up to \$20,000 per subject for the Classroom Growth component (up to \$40,000 if Specialized)
  - Must achieve at least 1.2x years of student growth to earn the Classroom Growth component
- Educators can earn thousands more for students that progress from the bottom three quartiles (Student Advancement Component)
  - \$1,000 per net student transitioned out of the bottom quartile (4th)
  - \$500 per net student transitioned out of the 2nd lowest quartile (3rd)
  - \$250 per net student transitioned out of the 2nd quartile to the 1st quartile (2nd)

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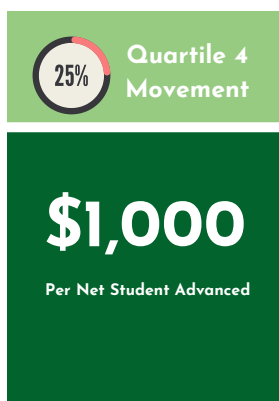


## Academic Interventionists & Special Education Educators

### Classroom Growth

MOG Band	Award Payout
1.2x - 1.4x	\$1,000
1.4x - 1.6x	\$2,250
1.6x - 1.8x	\$3,500
> 1.8x	\$5,000

### Student Advancement



- Academic Interventionists & Special Education Educators are eligible for both components
- Classroom Growth Award
  - Earn up to \$5,000
  - To be eligible for the Classroom Growth Award, educators must have a *roster of at least 20 students*
- Student Advancement Award
  - Eligibility is based on the number of students moved out of the bottom quartile (4th)
  - To qualify, educators must *achieve at least 1.2x years of student growth* and a *roster of at least 20 students*
  - If multiple educators are providing intervention to a particular student, the award would be split

## Pre-Kindergarten Educators

- Award calculations are based on fall-to-spring student growth
- Each classroom is eligible to earn up to \$5,000
- Meeting Street Schools network leadership will review/approve any Pre-K award determinations based upon collaboration with school-based leadership

Now in its third year of implementation, performance awards for reading and math classroom educators is a signature reform at Meeting Street Schools. Given our mission, we continue to identify new ways to pilot, partner, and innovate within and beyond this initiative--in the realm of assessment, compensation, student experience, and beyond. In that spirit, the 2023-24 academic year approach will represent our ongoing research, evaluation and evolution.

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