

ACCOUNTABILITY INCENTIVE AWARD SYSTEM
FOR 2005-2006 SCHOOL YEAR

An Incentive Award System is used to reward employees for performing at high levels. The district criteria for its incentive award plan reflect the goals of the district, the standards of the State, and the standards of the No Child Left Behind Act.

Since the 1996-1997 school year, Aldine ISD has used an accountability incentive award plan. This system financially rewarded campus paraprofessionals, teachers, counselors, diagnosticians, skills specialists, assistant principals, principals, and office administrators based on six components. Those components were (1) district accountability rating, (2) percentage of youngsters in accounting system, (3) percentage of youngsters passing all tests, (4) percentage of youngsters passing at 90 TLI, (5) campus attendance rate, and (6) school climate.

When the state accountability system moved from TAAS to TAKS, along with the enactment of the No Child Left Behind Act of 2001, the district had to make revisions to its accountability incentive award plan.

The changes that are being recommended have been aligned to state and federal standards of performance, (recognized, exemplary and meets adequate yearly progress), number of students passing core subjects, all test taken by students, graduation rate, completion rate, dropout rate, student attendance rate, employees attendance rate, and school climate. All campus based employees (except custodians and child nutrition employees) are eligible for the incentive recognition. The Superintendent and the cabinet are not included in the incentive plan.

ALLOCATION OF FUNDS

Funds for the incentive awards shall be allocated on a per classroom teacher unit and a per paraprofessional unit basis. Although funds will be allocated on a per classroom teacher unit and a per paraprofessional unit basis, it shall be a campus decision as to how to disburse the funds.

Teacher shall be defined as classroom teacher, Title I teacher, special education teacher, reading recovery teacher, HOSTS teacher, librarian, nurse, computer technologist, and Instructional Staffing Unit, excluding assistant principal serving in this position.

Paraprofessional shall be defined as clerical and teaching assistant staff.

Criteria and categories that determine the allocations shall be reviewed each year.

Teachers and Paraprofessionals:

Criteria for allocation of incentive funds for Teachers and Paraprofessionals:

- Only Teachers and Paraprofessionals in schools that receive a rating of “Recognized” or “Exemplary” in the state accountability system (AEIS) are eligible to receive the incentive

AND

- Only Teachers and Paraprofessionals in schools that receive a rating of “Meets AYP” under the No Child Left Behind Act are eligible to receive the incentive. A school that “Meets AYP” meets the following standards:
 - Academic Performance and Participation standards in Reading/English Language Arts and Mathematics areas as specified in the Act for “All Students” and each student group – African American, Hispanic, White, Economically Disadvantaged, Special Education and Limited English Proficient

AND

- Graduation Rate or Attendance Rate as specified in the Act for “All Students”
- Any school that is in “Needs Improvement” under the No Child Left Behind Act is not eligible to receive incentive monies.

SECTION I – ACADEMIC PERFORMANCE STANDARDS-

A. State and Federal Ratings																									
AYP	AEIS																								
<p align="center">“Meets AYP”</p> <p>per CTU - \$175.00 per paraprofessional - \$50.00</p>	<p>* Recognized per CTU - \$200.00 per paraprofessional - \$50.00</p> <p>* Exemplary per CTU - \$300.00 per paraprofessional - \$75.00</p>																								
B. Incentive based on the % passing and the number tested in each subject area summed across the grades – Reading, Math, Writing, Science and Social Studies) Elementary, Intermediate, Middle, and Ninth Grade Schools																									
AYP	AEIS																								
NA	<p align="center">80 – 89.9% passing</p> <p>Students tested per subject:</p> <table> <tr> <td>0 – 100</td> <td>\$ 4.00 per CTU</td> </tr> <tr> <td>101 – 499</td> <td>\$ 8.00 per CTU</td> </tr> <tr> <td>500+</td> <td>\$12.50 per CTU</td> </tr> </table> <p>Students tested per subject:</p> <table> <tr> <td>0 – 100</td> <td>\$1.00 per paraprofessional</td> </tr> <tr> <td>101 – 499</td> <td>\$2.00 per paraprofessional</td> </tr> <tr> <td>500+</td> <td>\$3.13 per paraprofessional</td> </tr> </table> <p align="center">90-100% passing</p> <p>Students tested per subject:</p> <table> <tr> <td>0 – 100</td> <td>\$ 8.00 per CTU</td> </tr> <tr> <td>101 – 499</td> <td>\$16.00 per CTU</td> </tr> <tr> <td>500+</td> <td>\$25.00 per CTU</td> </tr> </table> <p>Students tested per subject:</p> <table> <tr> <td>0 – 100</td> <td>\$ 2.00 per paraprofessional</td> </tr> <tr> <td>101 – 499</td> <td>\$ 4.00 per paraprofessional</td> </tr> <tr> <td>500+</td> <td>\$12.50 per paraprofessional</td> </tr> </table>	0 – 100	\$ 4.00 per CTU	101 – 499	\$ 8.00 per CTU	500+	\$12.50 per CTU	0 – 100	\$1.00 per paraprofessional	101 – 499	\$2.00 per paraprofessional	500+	\$3.13 per paraprofessional	0 – 100	\$ 8.00 per CTU	101 – 499	\$16.00 per CTU	500+	\$25.00 per CTU	0 – 100	\$ 2.00 per paraprofessional	101 – 499	\$ 4.00 per paraprofessional	500+	\$12.50 per paraprofessional
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C. Percent of students passing and the number tested in each subject area – (English Language Arts, Reading, Math, Writing, Science and Social Studies) – High schools only

AYP	AEIS																								
NA	<p style="text-align: center;">80 – 89.9% passing</p> <p>Students tested:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">0 – 100</td> <td>\$ 8.00 per CTU</td> </tr> <tr> <td>101 - 499</td> <td>\$16.00 per CTU</td> </tr> <tr> <td>500+</td> <td>\$ 25.00 per CTU</td> </tr> </table> <p>Students tested:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">0 – 100</td> <td>\$ 2.00 per paraprofessional</td> </tr> <tr> <td>101 – 499</td> <td>\$ 4.50 per paraprofessional</td> </tr> <tr> <td>500+</td> <td>\$ 6.25 per paraprofessional</td> </tr> </table> <p style="text-align: center;">90 - 100% passing</p> <p>Students tested:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">0 – 100</td> <td>\$16.00 per CTU</td> </tr> <tr> <td>101 - 499</td> <td>\$32.00 per CTU</td> </tr> <tr> <td>500+</td> <td>\$50.00 per CTU</td> </tr> </table> <p>Students tested:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">0 – 100</td> <td>\$ 4.00 per paraprofessional</td> </tr> <tr> <td>101 – 499</td> <td>\$ 8.00 per paraprofessional</td> </tr> <tr> <td>500+</td> <td>\$12.50 per paraprofessional</td> </tr> </table>	0 – 100	\$ 8.00 per CTU	101 - 499	\$16.00 per CTU	500+	\$ 25.00 per CTU	0 – 100	\$ 2.00 per paraprofessional	101 – 499	\$ 4.50 per paraprofessional	500+	\$ 6.25 per paraprofessional	0 – 100	\$16.00 per CTU	101 - 499	\$32.00 per CTU	500+	\$50.00 per CTU	0 – 100	\$ 4.00 per paraprofessional	101 – 499	\$ 8.00 per paraprofessional	500+	\$12.50 per paraprofessional
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D. Percent of students meeting passing standards on all tests.

AYP	AEIS																								
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E. Elementary, Intermediate, Middle and 9th Grade Schools (Feeder Schools) – Grade 4 to 5 (Reading, Math, Science); Grade 6 to 7 (Reading, Math, Writing); Grade 8 to 9 (Reading and Math); Grade 9 to 10 (ELA, Math, Science, Social Studies)

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SECTION II – GRADUATION, DROP OUT AND COMPLETION RATES

A. Graduation Rate (4 years completed) – High School	
AYP	AEIS
<p>For each student group: 80 - 89.9% \$12.50 per CTU \$3.15 per paraprofessional ≥ 90% \$25.00 per CTU \$6.25 per paraprofessional</p> <p>(Student groups: All students, African American, Hispanic, White, Economically Disadvantaged, Sp. Ed., and LEP)</p> <p>* Ninth Grade campuses will receive equivalent to that of the high school campuses.</p>	<p>NA</p>
B. Completion Rate – High Schools (all students)	
AYP	AEIS
<p>NA</p>	<p>96-96.9% -\$75.00 per CTU \$25.00 per paraprofessional</p> <p>97-100% - \$100.00 per CTU \$50.00 per paraprofessional</p> <p>* Ninth Grade campuses will receive equivalent to that of the high school campuses.</p> <p>*Elem, Intermed., and Middle Schools will receive 50% of area high school’s portion</p>
C. Drop Out Rate - Middle Schools (Only middle schools are eligible.)	

AYP	AEIS
NA	For each student group: 0.2-0.0% \$25.00 per CTU \$6.25 per paraprofessional (Student groups: All students, African American, Hispanic, White, Economically Disadvantaged) SPED and LEP

SECTION III - ATTENDANCE

A. Campus Student Attendance Rate	
Elem./Int. 97.0-97.9% Middle 96.5-97.9% High 95.0-97.9%	} \$50.00 per CTU } \$25.00 per paraprofessional
Elem./Int. $\geq 98\%$ Middle $\geq 98\%$ High $\geq 98\%$	} \$100.00 per CTU } \$50.00 per paraprofessional
B. Campus Employee Attendance Rate	
<ul style="list-style-type: none"> • $\geq 98\%$ - \$100.00 allocated per full-time campus based employees, excluding custodial and child nutrition employees • 97.0 - 97.9% - \$75.00 allocated per full-time campus based employees, excluding custodial and child nutrition employees • part-time campus based employees shall be $\frac{1}{2}$ the amount allocated for full-time campus based employees 	

SECTION IV – SCHOOL CLIMATE

Professional and paraprofessional employee turnover rates (<u>resignations, transfers plus</u>

non renewals for certification):

- $\leq 8.9\%$ turnover rate ----- \$100.00 per CTU
 $\leq 8.9\%$ turnover rate ----- \$50.00 per paraprofessional
- 9.0 – 9.9% turnover rate ----- \$75.00 per CTU
9.0 – 9.9% turnover rate ----- \$25.00 per paraprofessional
- 10.0 – 10.9% turnover rate ----- \$50.00 per CTU
10.0 – 10.9% turnover rate ----- \$12.50 per paraprofessional

EC/PK/Head Start Centers

EC/PK/Head Start Centers' teachers and paraprofessionals will be eligible for the incentive plan based on 75% of the average pay of individual staff members from the elementary feeder schools.

The EC/PK/Head Start Center's principal's incentive pay will be based on one-half (1/2) of the average of the totals for the feeder elementary campuses' principal's total incentive pay.

The assistant principal shall receive one-half (1/2) of the EC/PK/Head Start Center's principal's allocated amount.

The counselor, intervention specialist, diagnostician, and skills specialist shall receive one-fourth (1/4) of the EC/PK/Head Start principal's allocated amount.

The EC/PK/Head Start Center's own attendance rate shall be used in the calculation of that portion of the incentive allocation.

LANE SCHOOL/GAP CENTER

An incentive award shall be paid to Lane School/GAP Center based on the following criteria:

Lane School/GAP teachers and paraprofessionals will be eligible for the incentive plan based on 75% of the average pay of individual staff members from the Vertical feeder schools.

Lane School/GAP principal's incentive pay will be based on one-half (1/2) of the average of the totals for the feeder Vertical campuses' principal's total incentive pay.

The assistant principal shall receive one-half (1/2) of the Lane School/GAP principal's allocated amount.

The counselor, intervention specialist, diagnostician, and skills specialist shall receive one-fourth (1/4) of the Lane School/GAP principal's allocated amount.

Lane School/GAP own attendance rate shall be used in the calculation of that portion of the incentive allocation.

COMPASS

An incentive award shall be paid to A.E.P.C./Project Recovery based on the following criteria:

Category I – Student Attendance Rate

- 90% - \$75.00 per professional staff member
- 87% - \$50.00 per professional staff member

- 1/3 of classroom teaching allocation allocated for paraprofessionals

Category II – Expulsion Rate

- 8% or less - \$350.00 per professional staff unit
- 9% - 10% - \$100.00 per professional staff unit

- 1/3 of classroom teaching allocation allocated for paraprofessionals

Category III – Campus Attendance Rate

- 98% - \$100.00 allocated per full-time campus based employees, excluding custodian and child nutrition employees
- 97.0 – 97.9% - \$75.00 allocated per full-time campus based employees, excluding custodian and child nutrition employees
- part-time campus based employees shall be ½ the amount allocated for full-time campus based employees

1/3 of classroom teaching allocation allocated for paraprofessionals

DISTRIBUTION OF FUNDS

Funds shall be allocated to each campus and are to go to the teaching and paraprofessional staff. It shall be the decision of the campus steering or leadership committee, using student performance as criteria, as to how the funds will be distributed to the professional and paraprofessional staff.

Funds for shared or part-time teachers shall be allocated based on the amount of the assigned time at the schools that qualify for incentive awards.

The campus incentive award for teachers or paraprofessionals who transfer to another campus within the school district shall be based on the distribution of the funds of the campus from which they transferred.

The incentive award for retirees shall be allocated based on the incentive performance plan from which they retired. The amount shall be prorated based on the number of days worked.

The campus incentive award for teachers who are hired during the year shall be prorated based on the number of days worked.

Employees who resign from the district shall not be eligible for the campus incentive award.

With the exception of retirees, employees who are not employed with the district at the time of the distribution of funds will not be eligible for the campus incentive award.

Payment will be made after the final test results are confirmed by the agency.

If the status of a campus changes when the final AEIS and AYP reports are received, adjustments shall be made to the campus allocation.

ANNUAL REVIEW/ADOPTION

The accountability incentive award system shall be approved for one year only, but may be approved for subsequent one-year terms after a review of its effect on student performance and its financial cost. The adoption of this system is not intended to be or result in an entitlement to payment beyond the year of each distribution or to persons who, with the exception of retirees, are not employed by the school district at the time of each distribution.