

Kansas City Public Schools PIONEER Measures



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Introduction

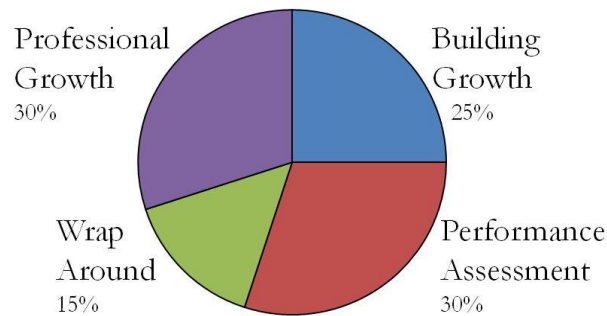
The Kansas City, Missouri School District is dedicated to pursuing transformational change in an effort to create a world-class urban education system. Its mission, as a transformational, multicultural urban school system, is to produce fully-equipped global citizens through a relevant, dynamic rigorous curriculum, facilitated by culturally sensitive, highly skilled, effective and committed educators that provide a safe, nurturing environment for each student to learn every day, in every subject without exception.

The Pay Incentives based On Need for Excellent Education Reform (PIONEER) program is one of several education reform initiatives upon which the district has endeavored in recent years, in collaboration with the KCFT. KCPS strives to provide a rigorous curriculum, exceptionally effective educators, and top quality resources to students. Recruiting, retaining, and fostering exceptional educators remains a primary goal for this district.

The PIONEER program allows KCPS to compensate educators for their contributions to student achievement, for their own professional development, and for their contributions to the most productive school environments. KCPS worked closely with the KCFT to develop a program which challenges teachers to constantly strive to be better educators and fairly rewards those professionals who are willing to drive for excellence. KCPS and the KCFT will continue to work closely on this program to make modifications and improvements as it progresses.

Overview

The PIONEER program offers educators the opportunity to earn supplemental income based on their performance. Educators **cannot** lose any money by participating in the PIONEER program. Participants in the PIONEER program are eligible for a bonus of ten thousand dollars (\$10,000) dependent on performance in the following components:



These performance components are linked to the primary components necessary to serve and teach students.

- Motivation and lifelong learning among educators*
- Best professional practices*
- Comprehensive and fair evaluation of educators*
- Tools for measuring student achievement*

The goals of the PIONEER program, as aligned with those of KCPS are to:

- Recruit and retain exceptional educators*
- Reward educators who are willing to strive for excellence*
- Create an environment of lifelong learning and motivation among educators*

Payments

Bonuses earned in the PIONEER program will be paid in one lump sum as supplemental income by mid-September following the year of programming. For example, participants in the program during the 2011-2012 school year will receive their payments by the middle of September, 2012, after all test scores have been processed.

Eligibility for PIONEER

During the 2011-2012 school year, certified instructional staff who work in grades K-8, and work at one of the following pilot schools are eligible to participate in the PIONEER program. Principals and vice principals at these schools are also eligible for participation. Educators and leaders who are not full time employees at a PIONEER school may earn incentives proportionate to their full time status (i.e. an employee who is .5 FTE at Attucks may earn 50% of the total).

Attucks	Longfellow
Banneker	Phillips
Faxon	Pitcher
Foreign Language Academy	Troost
Gladstone	Wheatley

Teachers at the participating schools voted to approve participation in the spring of 2011. In order to participate, 75% of teachers at the school had to vote in favor of the program.

PIONEER Components

Under the PIONEER program, educators have four ways to earn pay increases: by pursuing professional growth, by contributing to a supportive learning environment, by teaching in a high-performing school, and by earning satisfactory performance evaluations and increased student growth. Each component is described in detail below.

Professional Growth

Purpose

The purpose behind the professional growth component of the PIONEER program is to reward teachers who continue to develop and demonstrate knowledge specific to their discipline. Educators who pursue certification through the National Board of Professional Teaching Standards, which certifies in many specialties, and those who pursue professional development opportunities in addition to those required by the district can earn rewards for those efforts. Educators who choose to pursue additional hours of professional development must demonstrate that they have attempted to bring the skills or knowledge learned in professional development into their classroom practices. If KCPS is to instill a lifelong love of learning in its students, educators must role model the same.

Eligibility

Certified instructional staff who teach K-8 in any area of certification through the National Board of Professional Teaching Standards (http://www.nbpts.org/become_a_candidate/available_certificates1/fields_of_certification) and guidance counselors, who are eligible for National Counseling Certification, are eligible for this component. Principals and vice principals who receive certification through the Principals' Training Center, the Harvard Business School Executive Education Program, the National Association of Secondary School Principals, or the National Association of Elementary School Principals are also eligible for this component.

All certified instructional staff K-8 are eligible for the professional development component, as are principals and vice principals. KCPS encourages educators to demonstrate creativity in proving to their administrators that they have implemented skills and knowledge from professional development in their classrooms. Teachers may do this by creating lesson plans, demonstrating skills in formal observations, recording lessons on video, etc. Teachers who are pursuing advanced degrees may count their credit hours toward their additional professional development hours, provided they demonstrate implementation (i.e. 3 credit hours in a semester rather than counting each hour spent in class).

See details on page 6.

Professional Growth <i>Teachers</i>						
Max. \$ amount	% of total	% of component	Requirement	Documentation	Definitions	Eligibility
\$200	2%	6.67%	Board Certification Tenured teacher successfully applies for and obtains certification through the National Board of Professional Teaching Standards or National Counselor Certification	Certificate of completion	In addition to the existing salary increase	<ul style="list-style-type: none"> ■ Core subject teachers K-8 ■ Guidance counselors ■ Other teachers (art, music, PE, etc.) ■ Instructional coaches ■ ELL teachers ■ Special education teachers ■ Library media specialists
\$2,800	28%	93.33%	Professional Development Completes 20 extra professional development hours outside of work day and implements learned strategies in classroom instruction	Videos, lesson plans, artifacts, walkthroughs, etc.	Extra: beyond required 30 hours	<ul style="list-style-type: none"> ■ Core subject teachers K-8 ■ Guidance counselors ■ Other teachers (art, music, PE, etc.) ■ Instructional coaches ■ ELL teachers ■ Special education teachers ■ Speech therapists ■ Library media specialists
Maximum Component Total: \$3,000						

Professional Growth <i>Principals</i>						
Max. \$ amount	% of total	% of component	Requirement	Documentation	Definitions	Eligibility
\$1,500	15%	50%	Certification Successfully applies for and obtains school leadership certification from a recognized leadership training program (International Leadership Certification from the Principals' Training Center; Harvard Business School Executive Education Program; NAESP and NASSP Leadership academies)	Certificate of completion		<ul style="list-style-type: none"> ■ Principals and vice principals
\$1,500	15%	50%	Professional Development Attend 15 hours extra professional development and use monthly PIONEER principal meetings to share professional development experiences with evidence of use in practice	My Learning Plan, Videos, walkthroughs, portfolios, etc.	Share: presents, teaches, or explains skills learned in PD	
Maximum Component Total: \$3,000						

Wrap Around

Purpose

The purpose of the wrap around component of the PIONEER program is to recognize the importance of positive harmony within the classroom and among students and families, while minimizing time away from the classroom for students and staff. In order to develop strong relationships and ensure positive influence, teachers and principals must be present every day. Students cannot learn if they are not in class, so teachers must strive to create positive classroom environments that are conducive to all students learning. Parents must be partners in education and principals and teachers must make efforts to involve parents and guardians in the process. The elements of the wrap around component are meant to contribute to a safe and supportive environment for student learning.

Eligibility

All certified instructional staff K-8 and all principals and vice principals are eligible for the attendance element of the wrap around component. All self-contained certified instructional staff K-8, including in subjects such as P.E., music, art, etc., as well as self-contained ELL and special education teachers and principals and vice principals are eligible for the discipline element. All classroom teachers K-8 are eligible for the full parent engagement element of the wrap around component. Certified instructional staff who see all or most of the students in the school are eligible for a reduced portion of the parent engagement element of the wraparound component.

See details on pages 8 and 9.

** Due to a change in district policy which made immunization the sole responsibility of principals, the "Health and Safety" element of the wrap around component has been eliminated and the bonus allocated for it has been redistributed to the other elements of the wrap around component.

**Wrap Around
Teachers**

Max. \$ amount	% of total	% of component	Requirement	Documentation	Definitions	Eligibility
\$500 OR \$275	5.00% OR 2.75%	33% OR 18%	Attendance Perfect attendance – Zero (0) absences Two (2) absences or fewer	District records	Absences: days missed beyond PTO days or as on assignments directed by district	<ul style="list-style-type: none"> ■ Core subject teachers K-8 ■ Guidance counselors ■ Other teachers (art, music, PE, etc.) ■ Instructional coaches ■ ELL teachers ■ Special education teachers ■ Speech therapists ■ Library media specialists
\$500 OR \$275	5.00% OR 2.75%	33% OR 18%	Discipline Reduce classroom discipline referrals by 25% from previous year (or maintains zero) Reduce classroom discipline referrals by 15% from previous year	School records		<ul style="list-style-type: none"> ■ Core subject teachers K-8 ■ Guidance counselors ■ Other teachers (art, music, PE, etc.) ■ All ELL teachers ■ All Special ed. teachers ■ Library media specialists
\$500 OR \$200	5.00% OR 2.00%	33% OR 13%	Parent Engagement Obtain 95% contact rate at parent teacher conferences in the fall and the spring <u>and</u> provide documentation for ten (10) communications with parents of each child in classroom Obtain 90% contact rate at parent teacher conferences in the fall and the spring but <u>do not</u> provide contact for ten (10) communications with parents of each child in classroom	Parent contact log with signatures, copies of letters, call logs, etc.	Contact Rate: number of meetings in person with parents during the week of conferences (i.e. if parents cannot make the scheduled conference, the teacher may reschedule during that week)	<ul style="list-style-type: none"> ■ Core subject teachers K-8 ■ Self-contained ELL teachers ■ Self-contained Special ed. teachers
\$200	2.00%	13%	Provide documentation for ten (10) communications with the parents of each student in the school (or caseload)	Copies of letters, call logs, etc.		<ul style="list-style-type: none"> ■ Guidance counselors ■ Other teachers (art, music, PE, etc.) ■ Speech therapists ■ Library media specialists ■ Support ELL teachers ■ Support Special ed. teachers

Maximum Component Total: \$1,500

Wrap Around Principals						
Max. \$ amount	% of total	% of component	Requirement	Documentation	Definitions	Eligibility
\$450	4.50%	30%	Attendance Perfect attendance – Zero (0) days absent	District Records	Absences: days missed beyond personal/professional days or as on assignments directed by district	■ Principals and vice principals
\$450	4.50%	30%	Discipline Reduce in-school and out-of-school suspensions by 25% from previous year	School Records		■ Principals and vice principals
\$225	2.25%	15%	Reduce in-school and out-of-school suspensions by 15% from previous year			
\$450	4.50%	30%	Parent Engagement 95% of teachers meet their goal of obtaining 95% contact rate at parent teacher conferences in the fall and the spring <u>and</u> provide documentation for ten (10) communications with parents of each child in classroom	Parent contact log with signatures	Contact Rate: number of meetings in person with parents during the week of conferences (i.e. if parents cannot make the scheduled conference, the teacher may reschedule during that week)	■ Principals and vice principals
\$150	1.50%	10%	90% of teachers meet their goal of obtaining 95% contact rate at parent teacher conferences in the fall and the spring <u>and</u> provide documentation for ten (10) communications with parents of each child in classroom			
\$150	1.50%	10%	Health and Safety Document 100% student immunizations	Nurses' records		■ Principals and vice principals
Maximum Component Total: \$1,500						

Building Growth

Purpose

The purpose of the building growth component of the PIONEER program is to emphasize student achievement while expanding the rewards beyond those teachers who work in tested grades or subjects. KCPS recognizes that every member of a school staff contributes in his or her own way to student achievement and this component is meant to reward those schools who work well together to promote student achievement and achieve goals as a team.

Eligibility

All certified instructional staff K-8 and all principals and vice principals are eligible for the building growth component.

Building Growth <i>Teachers</i>						
Max. \$ amount	% of total	% of component	Requirement	Documentation	Definitions	Eligibility
\$2,500	25%	100%	Building Growth 50% of the students in the school achieve more than one year of growth during the school year, as evidenced by MAP Math tests, MAP Communication art tests, and SAT 10	Student growth metrics, value-added reports, or median growth percentile	See Appendix A	<ul style="list-style-type: none"> <input type="checkbox"/> Core subject teachers K-8 <input type="checkbox"/> Guidance counselors <input type="checkbox"/> Other teachers (art, music, PE, etc.) <input type="checkbox"/> Instructional coaches <input type="checkbox"/> ELL teachers <input type="checkbox"/> Special education teachers <input type="checkbox"/> Speech therapists <input type="checkbox"/> Library media specialists
Maximum Component Total: \$2,500						

Building Growth <i>Principals</i>						
Max. \$ amount	% of total	% of component	Requirement	Documentation	Definitions	Eligibility
\$2,500	25%	100%	Building Growth 50% of the students in the school achieve more than one year of growth during the school year, as evidenced by MAP Math tests, MAP Communication art tests, and SAT 10	Student growth metrics, value-added reports, or median growth percentile	See Appendix A	<ul style="list-style-type: none"> <input type="checkbox"/> Principals and vice principals
Maximum Component Total: \$2,500						

Performance Assessment

Purpose

The purpose of the performance assessment component of the PIONEER program is to ensure that exceptional educators are rewarded for their performance and to align the compensation structure for educators with the goals of the district as they relate to student growth. KCPS is committed to providing quality education for all students and ensuring that all students have exceptional educators is integral to that goal. Additionally, the performance assessment element is meant to include those educators who do not teach in the classroom or who do not teach tested grades or subjects.

Eligibility

All certified instructional staff K-8 and all principals and vice principals are eligible for the performance assessment element of the performance assessment component. Self-contained classroom certified instructional staff **1-8** are eligible for the student growth element of the performance assessment component. The student growth element is divided between communication arts and math, so teachers who only teach one of those subjects are eligible for that element.

See details on page 12.

Performance Assessment <i>Teachers</i>						
Max. \$ amount	% of total	% of component	Requirement	Documentation	Definitions	Eligibility
\$2,000	20%	66%	Performance Assessment Earns an overall rating of 4.25 – 5.0 (Distinguished) on final summary evaluation	Final Summary Evaluations		<ul style="list-style-type: none"> <input type="checkbox"/> Core subject teachers K-8 <input type="checkbox"/> Guidance counselors <input type="checkbox"/> Other teachers (art, music, PE, etc.) <input type="checkbox"/> Instructional coaches <input type="checkbox"/> ELL teachers <input type="checkbox"/> Special education teachers <input type="checkbox"/> Speech therapists <input type="checkbox"/> Library media specialists
\$1,200	OR 12%	40%	Earns an overall rating of 3.25 – 4.24 (Proficient) on final summary evaluation			
\$500	5%	16.50%	Student Growth - Math Achieves average classroom student growth of more than one (1) year as measured by MAP Math tests or SAT 10	Value-added report; growth measure based on teacher created assessment	See Appendix A	<ul style="list-style-type: none"> <input type="checkbox"/> Core subject teachers 1-8 <input type="checkbox"/> Self-contained ELL teachers
\$500	5%	16.50%	Student Growth - Comm. Arts Achieves average classroom student growth of more than one (1) year as measured by MAP Communication Arts tests or SAT 10	Value-added report; growth measure based on teacher created assessment	See Appendix A	<ul style="list-style-type: none"> <input type="checkbox"/> Core subject teachers 1-8 <input type="checkbox"/> Self-contained ELL teachers
Maximum Component Total: \$3,000						

Performance Assessment <i>Principals</i>						
Max. \$ amount	% of total	% of component	Requirement	Documentation	Definitions	Eligibility
\$3,000	30%	100%	Performance Assessment Earns an overall rating of 4.25 – 5.0 (Distinguished) <u>and</u> 70% or more of teachers meet the student growth goal	Final summary evaluations	Student growth goal: Either math or communication arts	<ul style="list-style-type: none"> <input type="checkbox"/> Principals and vice principals
\$1,200	OR 12%	40%	Earns an overall rating of 3.25 – 4.24 (Proficient) and no fewer than 75% of teachers meet student growth goal			
Maximum Component Total: \$3,000						

Appendix A - Tests by Grade

	Math	Communication Arts
1	SAT 10	SAT 10
2	SAT 10	SAT 10
3	MAP Math	MAP Communication Arts
4	MAP Math	MAP Communication Arts
5	MAP Math	MAP Communication Arts
6	MAP Math	MAP Communication Arts
7	MAP Math	MAP Communication Arts
8	MAP Math	MAP Communication Arts
ELL	MAP Math	MAP Communication Arts