

PERFORMANCE
PAY PROGRAM
TEACHER
INCENTIVE
FUND



Dallas
Independent
School
District



Dallas Independent School District



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Updated January 2009



Performance Pay Program 2008 - 2009



Presented by
Human Development
Pay and Performance



Performance Pay Program

- Pilot program in 2007-2008 to 59 schools
- All schools are eligible for 2008-2009
- CEI teachers are eligible for individual awards
- All instructional staff are eligible for school-level awards
- Support and non-instructional staff will not be included



School Level Awards

All staff members may earn awards based on the School Effectiveness Index or SEI

SEI Percentile	Amount
• 90 - 99.....	\$2,000
• 80 - 89.....	\$1,750
• 70 - 79.....	\$1,500
• 60 - 69.....	\$1,250

Professional Staff

(includes principal, asst. principal, associate principal, non-CEI teachers.)

SEI Percentile	Amount
• 90 - 99.....	\$1,000
• 80 - 89.....	\$ 875
• 70 - 79.....	\$ 750
• 60 - 69.....	\$ 625

Support Staff

(includes teacher assistants ONLY)



Classroom Level Awards

All teachers who receive CEIs may earn awards for individual performance

CEI Percentile	Amount
• 90 - 99	\$8,000 prorated by division
• 80 - 89.....	\$6,000 prorated by division
• 70 - 79.....	\$4,000 prorated by division
• 60 - 69.....	\$2,000 prorated by division



Division CEI

	Classroom-Level Award Amount
90-99	\$8,000
80-89	\$6,000
70-79	\$4,000
60-69	\$2,000
50-59	NO AWARD GIVEN
40-49	
30-39	
20-29	
10-19	
1-9	

Sample Scenario– teacher award prorated by division

- [John Doe] teaches both Math and Science and receives a division CEI for his Math Courses and a division CEI for his Science courses.
- [John Doe's] Math division CEI is in the 75th percentile
- [John Doe's] Science division CEI is in the 92nd percentile.
- No matter what the course load of how many Science or Math courses [John Doe] teaches, each division CEI is given equal weight of:
 - (50% for Math)
 - (50% for Science)

[John Doe's] award amount will be calculated as follows:

$$\begin{aligned}
 &(\text{Math CEI of } 75^{\text{th}} \text{ percentile} \rightarrow \$4,000) * 50\% = \$2,000 \\
 &(\text{Science CEI of } 92^{\text{nd}} \text{ percentile} \rightarrow \$8,000) * 50\% = +\$4,000 \\
 &\text{Total award for [John Doe]} = \underline{\$6,000}
 \end{aligned}$$



Participation

- All staff **must** “opt-in” or “opt-out”
- No action will be considered an “opt-out”
- All employees use Oracle Employee Self Service to “opt-in” or “opt-out” of the program

**Deadline to opt in:
February 27, 2009**



Eligibility Criteria

- Multiple Classroom Observations
 - ALL teachers (CEI & Non-CEI)
 - Two or more classroom observations
 - Total 45 minutes observation time
 - Includes master teachers
- Appraisal
 - Proficient or Exceeds Expectations
- Attendance
 - ALL employees must have 95 per cent attendance



Multiple Classroom Observations

- PDAS and Grant requirements must be followed to fulfill eligibility for this program.
- PDAS requires a 45 minute observation in order to evaluate a teacher
- Grant requires two classroom observations
- Therefore, program participants may have two observations for example:
 - One observation of 45 minutes (also fulfills PDAS requirements)
 - Second observation of a minimum 20 minutes (compliance with grant requirements)



Attendance

- All staff must work 95 percent of their contracted school year
- Within the contracted year or scheduled work calendar, program participants must also be in attendance 95 percent of that time
- Actual days – absences/contract days (or scheduled work days)

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Payment of Awards

December 2009

www.dallasisd.org/performancepay

