

Longview Independent School District  
Eligibility for the Longview Incentive for Teachers (LIFT) Pay for Performance Award Model for EOC High  
Stakes Re-Testers

**Rationale:**

In May the Longview ISD Board of Trustees voted in favor of the Longview Incentive for Teachers Pay for Performance Value-Added Model as well as the Academic Distinctions Model. The LIFT Pay for performance Value-Added Model strives to identify teachers whose students are making more progress than the state growth/state average (estimated mean NCE gain is above the growth standard by more than 1 standard error but fewer than 2 standard errors).

In the development of this model, some criteria were imposed that may have negatively impacted the inclusion of “ALL” teachers. Specifically, teachers whose classes are comprised of the most educationally disadvantaged students (i.e. high stakes STAAR End of Course re-testers). In these very specific cases, the class rosters for these teachers are comprised of a narrow range of students, all STAAR EOC re-testers grades 10-12. Some of these students may have struggled with one assessment in one particular subject area, while others may never have passed a single state assessment in any subject area during the course of their entire educational career.

In the development of the original LIFT model, an array of procedural decisions was made. These decisions were based on more accurately identifying the student group to be included in the model, such as, limiting the scope to students who were enrolled on “snapshot” and on test day or only including only the “first” administration of any given particular state assessment. Each of these valid decisions is grounded in the notion of aligning the model across all grade levels and subject areas increasing overall fairness and equity within the district. However, what may have been valid decisions for the LIFT Value-Added Model STAAR grades 4-8 inadvertently negatively impacted the teachers who, in essence, are teaching the district’s most high stakes student population (EOC re-testers) who must pass all five STAAR EOC assessments as a requirement for graduation. Below are some examples of why students’ data may have been excluded and how this rippled down to specific teachers and ultimately to the exclusion of teachers:

- The rosters for these teachers indicate that they may have served students from the start of school, through the first re-test opportunity in December. However, even if the student passed the test in December, none of these students would have met the criteria to be included in the model since they were on there on “snapshot day” but they were not there on the test date in April.
- Some of the students may have been there from the start of school through the test date in April; however, since they were re-testers and not first time testers, their scores were not included since only the first administration scores would have been used in the model, which in some instances could have been one or more years prior to this administration.
- Due to limited space allotments, some students may have been placed in the class for the second semester. Regardless of the performance of these students on the April administration, these students would have been excluded from the model because they were not enrolled in the class on “snapshot” date.

Because of the nature of the high stakes testing requirements and passing the EOC assessment to graduate, the board has approved the following:

- Using the STAAR EOC (December and Spring administrations only);
- Using specific subject area intervention class rosters by semester;
- Award \$200 per re-tester enrolled in these very specific intervention classes who pass the subject area EOC assessment; and
- Apply additional LIFT Value-Added Eligibility criteria (see LIFT Award Model Eligibility Criteria approved by the LISD Board on June 2019)

### **Other Important Information for Awardees**

Benefits will be deducted from the posted awards. The term “benefits” includes the matching portion that the district is required to pay on the employee’s behalf to the employee’s TRS and FIMM (Medicare) accounts as well as personal deductions for taxes and TRS that are normally paid by the employee.

- The Longview Incentive for Teachers (LIFT) pay for performance award may be added to the regular paycheck or provided in a separate check. The district will utilize direct deposit for those employees who utilize the feature.
- After all of the teachers eligible to receive an award have been identified and all of the reward amounts have been tabulated, the remaining un-awarded funds will not be re-distributed to those who received an award. Un-awarded funds will be returned to the LISD general fund. Employees are urged to read the award model chart carefully.
- Only teachers who teach in the core subject area are eligible for the award.

### **Eligibility Criteria**

In addition to other criteria published below and in the award model chart, personnel must meet the following eligibility rules:

#### **Must have 92% or higher attendance rate.**

\*\*\* Approval from the supervisor is always required whenever an employee is absent from work whether using a leave available balance or LWOP or an approved leave covered by FMLA or TDL; however, this approval **does not** have an impact on how this criterion is applied. \*\*\*

- Use of personal leave (local or state) **WILL** count against the employee attendance rate criteria (as shown in chart below).
- Use of leave without pay (LWOP) **WILL** count against the employee attendance rate criteria (as shown in chart below).
- Use of bereavement leave **WILL NOT** count against the employee attendance rate criteria (as long as employee adhered to Board Policy for bereavement leave, ie: used up to the 5 bereavement days as approved by Human Resources).
- Use of comp time **WILL NOT** count against the employee attendance rate criteria.

- Absences related to staff development and authorized school business **WILL NOT** count against the employee attendance rate criteria.

**FMLA/ TDL:** Leave usage tied to FMLA or TDL will not be counted against the employee.

Employee Type	# Days Absence Allowed to meet Attendance Criteria	Percentage Attendance Rate
187 Day	15.0 Days	92%
197 Day	15.0 Days	92%
226 Day	15.0 Days	93%
260 Day	15.0 Days	94%

1. Must be a classroom teacher or other eligible employee. Teachers must be supervised and evaluated by the principal of the campus where they are serving students and must be responsible for instructional planning and the delivery of instruction in the targeted subject area.
2. Must be continuously employed throughout the school year. Teachers must be continuously employed during the eligibility period beginning on or before the PEIMS fall snapshot date, through the last day of school.
3. Must continuously teach in a core subject area and grade level on the award model chart. Classroom teachers must teach in a core subject area and grade level continuously during the eligibility period. Teachers who do not continuously meet these requirements during the eligibility period will not be eligible for LIFT pay for performance award.
4. Must be highly qualified and certified. Teacher must be **BOTH** highly qualified and have a valid and appropriate grade and subject area certificate for the position in which they function to be eligible in that award category, grade, and core subject area.
5. Must meet all other criteria as noted in other models.

### **Additional Important Eligibility Criteria**

1. Teachers who have assignment transfers during the eligibility period will remain eligible provided they continue to meet award category core subject area and grade requirements. Award categories for teachers who transfer will be determined based on which eligible award category held the greatest percentage of the school year (based on the 187-day duty schedule less any leave of absence).
2. Retired teachers are eligible for the LIFT pay for performance award as long as they fulfill all other eligibility criteria.

3. Substitute teachers including long term substitutes are not eligible for the LIFT pay for performance award.
4. Teachers who are not full-time employees are not eligible.
5. Teachers may “opt out” of the LIFT pay for performance award during the award verification process. Eligible teachers who do not opt out will be considered for LIFT.
6. To promote the retention of high quality personnel, teachers who resign and do not return for the next school year will no longer be eligible for the award.
7. In order for a staff member to remain eligible for the LIFT payment they must be employed by the district on the date of payment in December. Any employee resigning after this date will retain their payment.

### **Eligible Student Criteria**

Eligible students included in the calculation of the LIFT award model must meet the following eligibility criteria:

1. Student must be enrolled in core EOC subject area courses of Biology I, English I, English II, US History or Algebra I.
2. Student must have passed the second EOC assessment.
3. Student must be verified by campus or district administration.

### **Eligibility Review Period**

The award verification process begins with the identification of current Biology I, English I, English II, US History and/or Algebra I EOC re-test teachers' class rosters. The preliminary rosters are verified by campus and district administration. *Students identified on the current rosters who meet the eligibility requirements are used in the calculation of the award.*

### **Teacher Linkage**

Eligible teachers had the opportunity to verify, correct, and link themselves to individual students whom they served.

### **Principal Verification of Teacher Linkage**

After the teacher verification, campus and district personnel will also verify the eligible students.

### **Teacher Award Amount Determinations**

Teacher award amounts will be calculated once the EOC results have been received and reviewed by campus and district personnel. Teacher award amounts will be based on the number of students who passes the EOC test multiplied by the dollar amount approved by the board.

### **Notification of Award Amount**

Eligible staff will receive an award amount notification through a letter from the Human Resources Department during December.

### **Questions and Appeals**

#### *Questions*

Questions regarding award amount determinations or eligibility may be directed to Dr. Jody Clements at 903-381-2200 or via email at [jclements@lisd.org](mailto:jclements@lisd.org). Please review eligibility criteria prior to contacting Dr. Clements.

#### *Appeals*

Appeals must be submitted in writing using the attached documentation form no later than 4:00 p.m. Friday, January 24, 2020 to [jclements@lisd.org](mailto:jclements@lisd.org). Appeals submitted after this deadline will not be reviewed. The committee will meet to review all written appeals by Friday, January 31, 2020. The committee will only review appeals regarding meeting eligibility criteria as adopted by the LISD board of Trustees. Eligibility criteria approved by the LISD Board of Trustees will not be changed or amended. Please complete and submit the LIFT Appeal documentation found at [www.lisd.org](http://www.lisd.org), as well as other supporting documentation for consideration.

### **Notification for the Results of Appeal**

Notifications regarding the results of the appeal will be submitted in writing February 4, 2020 via postal service mail. Documentation to be reviewed are: Personnel file, attendance records, Human Resources Documentation regarding employee assignment(s), SAS EVAAS Results, Accountability campus report, any other pertinent documentation submitted for review.