

SCHOOL BOARD OF BREVARD COUNTY

2007-2008 MERIT AWARD PLAN (MAP)

I. PROGRAM PARTICIPATION/ELIGIBILITY REQUIREMENTS

- A. All teachers shall be eligible for a MAP reward for the 2007-2008 school year. No application is required.
- B. The teacher must have been on the school board payroll and teaching for the entire contract year.
- C. Teachers who retire after the last student attendance day and on or before September 1 and who qualify to receive a MAP award will receive their bonus.

II. COMPONENTS OF THE PAY FOR PERFORMANCE PLAN

A. STUDENT ACHIEVEMENT DATA

Sixty percent (60%) of the ranking based on demonstration of growth in student achievement based on academic proficiency or gains in learning or both of these elements.

- B. Forty percent (40%) of the ranking must be based on the principal's assessment of the instructional personnel using the Instructional Personnel Performance Appraisal System.

C. TPBA – Teacher Performance-Based Accountability Committee

A Teacher Performance-Based Accountability Committee will be established at each school site. Membership will include the building principal, the person responsible for staff development at the school, and a BFT representative to review the accuracy of the data presented by the teacher or to approve the submittal of an additional test.

III. ASSESSMENT OF STUDENT ACHIEVEMENT

- A. Annual Learning Gain is defined as improved student learning demonstrated by a score change from one year to the next for students at each level of prior year performance.
- B. Proficiency is measured by determining a student has met a set standard as defined by the district in each separate plan outlined in the plan choices listed below.
- C. At each level, elementary, middle and high school, instructional personnel will be evaluated by one of the plans listed below.

Plan I – Annual Learning Gains as demonstrated on the Florida Comprehensive Assessment Test (FCAT) – Reading, Math or Science.

-OR-

Plan II – Annual Learning Gains or proficiency as demonstrated on a standardized assessment that links to the Sunshine State Standards, curriculum frameworks or course descriptions in a specific subject area must be approved by the TPBA off the approved list provided by the Director, Brevard Public Schools, Office of Accountability, Testing and Evaluation.

-OR-

Plan III –Teachers of Advanced Placement (AP); International Baccalaureate (IB); or AICE courses with a minimum of 10 students may use AP, IB or Cambridge scores to document significant student performance improvement. Significant performance improvement for AP, IB or AICE students (as defined below) on an AP examination or comparable AICE examination is:

- AP is defined as attainment of a score of 3 or higher,
- IB is defined as attainment of a score of 4 or higher,
- AICE examination is defined as attainment of a score of E or higher,

-OR-

Plan IV –Proficiency determination of student achievement for teachers of fine arts, visual arts, drama, other specialized areas of instruction and examinations resulting in national industry certification recognized by the Agency for Workforce Innovation will be determined by students demonstrating growth in that they meet or exceed 85% mastery achievement of essential criteria for each subject area.

-OR-

Plan V – Improved student learning for those instructional personnel who have school-wide duties (media specialist, reading coaches, guidance counselors and resource teachers) shall be calculated on the gains for the students whose learning they impact through school-wide contact.

-OR-

Plan VI – Teachers whose sphere of responsibility includes student competitions have achieved student proficiency if students place at regional, state, national or international competitions.

-OR-

Plan VII – Achievement gains for ESE students in self-contained classrooms may be determined by performance-based tasks or assessments from the Student’s Individual Education Plan (IEP). At least seventy-five percent (75%) of the students must attain eighty percent (80%) of their IEP goals.

IV. CALCULATION AND DISTRIBUTION OF PAY FOR PERFORMANCE REWARD

- A.** Teachers at elementary, middle, or high school levels will be evaluated within their levels by the Plan within which they spend the majority of their time. If equal time in two or more Plans, they may select the Plan from which to be evaluated.
- B.** The score earned for the Effectiveness Rating shall be sixty percent (60%). The other forty percent (40%) will be based on the Instructional Personnel Performance Appraisal indicators.
- C.** The five percent (5%) award for each teacher shall be calculated from the district average teacher’s base contract salary.
- D.** Payment will be made no later than October 1 of the subsequent school year.
- E.** The teacher must still be employed in a Florida public school by September 1 the year following to receive the bonus.
- F.** In the event there are insufficient funds, a lottery will be conducted by the Board and the Brevard Federation of Teachers for all teachers in the top twenty-five percent (25%) until all funds are expended; or if more money should become available because other plans

are not accepted, we will continue down the list to pay the bonus to additional teachers who qualify. (Elementary, Middle, High School, elementary...)

- G.** No multiple awards of the five percent (5%) bonus award will be given.
- H.** This plan shall not be implemented unless fully funded by the state legislature.
- I.** An Appeals Committee will include the Director of Human Resources Services/Labor Relations, the President of the Brevard Federation of Teachers, two principals and two teachers from the bargaining team. All appeals must be submitted by July 15, 2008 and decided by August 1, 2008.