



Award Eligibility Categorization

The e3 Educator Performance Awards Program recognizes instructional staff, campus support and campus leadership for their contributions to student progress and achievement. Multiple positions within the Lubbock Independent School District qualify for the e3 awards program. The definitions for position categories and eligibility requirements that will be used to categorize employees for award purposes can be found below.

Instructional Position Categories

Employees who qualify as instructional must be certified teaching staff and will fall into either core or non-core instructional positions as defined below.

Core and Non-Core Instructional Position Categories

For employees to qualify as core instructional staff, employees must serve in a position that aligns with all four criteria below and falls into at least one of the categories A–F:

- Be assigned to a campus that receives an accountability rating
- Plan lessons
- Provide direct instruction to students
- Be responsible for providing content grades, not conduct or participation grades

A. Core Teachers, Grades 3–8, Tested Grades/Subjects

Employees must qualify as core instructional staff and teach one of the subjects tested on the state assessment (STAAR). A teacher-level value-added report will be produced for these employees. For small class sizes, a special analysis may be performed.

B1. Core Teachers, Grades 3–8, Non-Tested Year

Employees must qualify as core instructional staff and teach core subjects a majority of the school day to students in grades 3–8 for which there is no state assessment (STAAR).

B2. Core Teachers, Grades 3–5, Social Studies

Employees must teach social studies classes the majority of the school day to students in grades 3–5.

C1. Core Teachers, Grades 9–11, Tested Grades/Subjects

Employees must qualify as core instructional staff and teach core courses tested on STAAR EOC the majority of the school day to students in grades 9–11. The courses included in this category are listed on the *Master Course List with e3 Subjects* on the following page.

C2. Core Teachers, Grades 9–12, Non-Tested Grades/Subjects

Employees must qualify as core instructional staff and teach core courses which on not tested on STAAR EOC the majority of the school day. The courses included in this category are listed on the *Master Course List with e3 Subjects* on the following page of this document.

D. Core Teachers, Early Childhood through Grade 2

Employees must qualify as core instructional staff and teach core subjects the majority of the school day to students in pre-kindergarten through grade 2.

E. Core Special Education Teachers, No Value-Added Report

Employees must qualify as core instructional staff and teach core subjects the majority of the school day to special education students in grades 3–8 for which a value-added report cannot be generated, or teach fewer than 10 special education students in grades 9–12 who are taking the unmodified state assessment (STAAR). This category includes SLC, Support Facilitation, Content Mastery, and SEBBS teachers.

F. Non-Core/Ancillary Teachers

Employees must teach ancillary, non-core/elective classes (i.e., art, music, psychology, Spanish, etc.) or not meet the definitions of core teachers (above) in grades early childhood–12.

Campus Support Staff Position Categories

G. Instructional Support Staff

Instructional support staff members are degreed, certified, or licensed professionals assigned to a campus and provide direct support to the instruction of students. If the instructional support staff member is assigned to multiple campuses, the percentage of assignment to a single campus cannot be less than 40 percent.

For example: counselor, librarian, nurse, speech therapist, diagnostician, instructional coach, interventionist, social worker, literacy coach, athletic director, etc.

H. Teaching Assistants

Teaching assistants are staff members who have a job classification of teaching assistant and provide direct classroom support to instructional staff.

I. Operational Support Staff

Operational support staff members are campus-based employees who do not meet the requirements for instructional staff, instructional support staff or teaching assistants.

For example: school secretary, data entry clerk, teacher aide, clerk, attendance specialist, bookkeeper, computer network specialist, registrar

Campus Leadership Categories

J. Principals

Employees must meet all eligibility requirements and be the “principal of record” according to Human Resources.

K. Assistant Principals

Employees must meet all eligibility requirements and be coded as an assistant principal according to Human Resources.



Educator Performance Awards Program

Master Course List with e3 Subjects

English/Language Arts/Reading	Science	Social Studies	Mathematics
Courses for C1. Core Teachers, Grades 9-11 Tested Grades/Subjects			
English I	Biology	US History	Algebra I
English II			

Courses for C2. Core Teachers, Grade 9-12 Non-Tested Grades/Subject			
English III	Integrated Physics Chemistry	World Geography	Algebra II
English IV	Chemistry Physics	World History	Geometry
	Advanced Placement (AP)/International Baccalaureate (IB) Biology	Government	Math Models
	AP/IB Chemistry	Economics	Pre-Calculus
	AP/IB Physics	AP Microeconomics	AP Statistics
	AP Environmental Science	AP Macroeconomics	AP Calculus
	Environmental Science	AP Government	Intermediate Algebra
	Anatomy and Physiology	AP Human Geography	Independent Study and Dual Credit Math
	Plant Science		
	Any other courses designated as 4th year science		

Visit the e3 portal at www.BattelleforKids.org/LubbockISD to learn more about the e3 Educator Performance Awards Program.

