



Educator Performance Awards Program

Recognizing and rewarding educators whose work results in strong student academic achievement and progress

In the Lubbock Independent School District, we believe:

- Effective teaching is the most important driver of student achievement.
- Our students benefit the most when teachers are supported and recognized for their ability to effectively work with students.
- Measuring teacher quality is complex and cannot fully be captured in a single measure.

Through the e3 awards program, eligible Lubbock ISD educators will have the opportunity to earn monetary awards in recognition of student performance as measured by value-added analysis and state accountability ratings. Student progress and achievement are the cornerstone of Lubbock ISD’s mission, and the awards program is designed to recognize educators whose students and schools produce outstanding results.



4 ways to Earn Awards

STRAND I	STRAND II	STRAND III	STRAND IV
Campus Progress Award	Content Area Progress Award	Campus Achievement Award	Individual Progress Award
<ul style="list-style-type: none"> • Student progress-based compensation • Students must demonstrate positive progress gains greater than 1.0, and educators’ overall campus gain index must be greater than 1.0 based on SAS® EVAAS® value-added reports • Available to all eligible staff on campus 	<ul style="list-style-type: none"> • Student progress-based compensation • Students must demonstrate positive progress greater than 1.0 in the content area, and educators’ overall content area gain index must be greater than 1.0 based on SAS® EVAAS® value-added reports • Available to teams of core teachers, principals and assistant principals 	<ul style="list-style-type: none"> • Student achievement-based compensation • Based on the Texas Education Agency’s accountability campus rating system • Campus must earn an accountability rating of Met Standard AND one or more distinctions • Available to all eligible staff an accountability rating 	<ul style="list-style-type: none"> • Student progress-based compensation • Teachers must receive a Teacher Value-Added Report generated by SAS® EVAAS® • Teachers must receive a Level 5 rating for the evaluated subject • Available to all core teachers that received a Teacher Value-Added Report





3 Categories of Positions

The e3 awards program recognizes instructional staff, campus support staff and campus leadership for their contribution to student progress and achievement. To participate in the awards program, certified educators must fall into one of the following categories:

1 Instructional

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 (exception: special education scheduled co-teacher)
 - A. Core Teacher, Grades 3–8 Tested Grades/Subjects
 - B1. Core Teacher, Grades 3–8 Non-Tested Year
 - B2. Core Teacher, Grades 3–5 Social Studies
 - C1. Core Teacher, Grades 9–11 Tested Grades/Subjects
 - C2. Core Teacher, Grade 12 Tested Grades/Subjects
 - D1. Core Teacher, Early Childhood through Grade 2
 - D2. Core/Non-core Teachers Grades 6–12, At least two class periods of tested subjects but not majority of the day, Value-Added Report
 - E. Core Special Education Teacher, No Value-Added Report
 - F. Non-Core/Ancillary Teacher

2 Campus Support Staff

- G. Instructional support staff (degreed, certified or licensed professionals)
- H. Teaching assistants
- I. Operations support staff

3 Campus Leadership

- J. Principals
- K. Assistant principals

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