

2015-2016 Apollo and Apollo-like Math Fellows Incentive Program

Student Performance Incentive Payment Model

There are two components to the 2015–2016 Apollo and Apollo-like Math Fellows Incentive Program – an incentive for employee attendance and an incentive for student performance. This describes the Student Performance Component.

Student Performance Component

Math Fellows are eligible to receive an incentive, determined by student performance of students they are linked to, at the campus they are assigned to. The Student Performance Component of the award will be paid out after the start of the following school year, once final corrected STAAR data have been received and award amounts compiled. In the absence of two years of matching state data, awards will be calculated using diagnostic test scores from the beginning of the year (Fall 2015) and the end of the year (Spring 2016).

Math Fellows will be awarded in two strands, one for maintaining students already at a high level of achievement and one for raising all other students' achievement. The total incentive payment is the sum of the amount awarded for each strand, subject to adjustments for the number of students tutored and the campus budget.

Students will be rank-ordered across all HISD students who took the same version of the exam in the same language in the same year. For example, all 3rd grade Math STAAR version "S" (regular version) exams administered in English in 2015 will be ranked together; all 3rd grade Math STAAR version "A" (accommodated version) exams administered in English in 2015 will be ranked together; etc. Exams to be used include the Math STAAR (3-8 and End-of-Course) and the campus-administered diagnostic exam. The Math STAAR is the primary assessment. When two administrations of the STAAR are not available the campus-administered diagnostic exam will be used. If two administrations of the same exam are not available, the student will not be used in the calculation of the award. Note that the exam must have been administered in HISD; testing data from outside the district is not used in rankings or award calculations.

Strand One: Student Achievement

Elementary Schools

For all students linked to the Fellow who ranked at the 80th percentile or higher on the HISD distribution of STAAR or diagnostic in 2015, \$250 will be awarded for each student who ranks at the 80th percentile or higher on the HISD distribution for the same exam in 2016.

Middle Schools

For all students linked to the Fellow who ranked at the 80th percentile or higher on the HISD distribution of STAAR or diagnostic in 2015, \$300 will be awarded for each student who ranks at the 80th percentile or higher on the HISD distribution for the same exam in 2016.

High Schools

For all students linked to the Fellow who ranked at the 80th percentile or higher on the HISD distribution of STAAR, STAAR-EOC or diagnostic in 2015, \$250 will be awarded for each student who ranks at the 80th percentile or higher on the HISD distribution for the same exam in 2016.

Strand Two: Student Improvement

Elementary Schools

For all students linked to the Fellow who ranked below the 80th percentile on the HISD distribution of STAAR or diagnostic in 2015, \$25 will be awarded for each percentile point increase on the HISD distribution for the same exam in 2016.

Middle Schools

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For all students linked to the Fellow who ranked below the 80th percentile on the HISD distribution of STAAR or diagnostic in 2015, \$30 will be awarded for each percentile point increase on the HISD distribution for the same exam in 2016.

High Schools

For all students linked to the Fellow who ranked below the 80th percentile on the HISD distribution of STAAR, STAAR-EOC, or diagnostic in 2015 \$25 will be awarded for each percentile point increase on the HISD distribution for the same exam in 2016.

Adjustments for Number of Students

In the event that a Fellow has more students linked to him/her than is possible within a three-to-one ratio, an adjustment will be made to that Fellow's total incentive payment.

If the total number of students used for award calculation linked to a Fellow exceeds the maximum linkages for that school's schedule, then the Fellow's earned student performance incentive will be adjusted according to the following formula:

$$E_{adj} = (E/T) * M$$

Where:

E_{adj} = Fellow Earned Student Performance Incentive adjusted for number of student linkages

E = Fellow Earned Student Performance Incentive (sum of Strands 1 and 2)

T = Total number of students used in award calculation

M = Maximum number of student linkages possible in a 3-to-1 ratio, as defined by the original Apollo 20 program

Adjustments for Campus Budget

Each Apollo or Apollo-like campus has an established budget for this component of the Math Fellows Incentive Program, which is \$3,500 per Fellow multiplied by the number of Fellows assigned to that campus. The maximum amount that can be awarded to all Fellows at each campus is limited to this budgeted amount.

If the total amount awarded to all Fellows at a campus exceeds the campus budget, then each Fellow's incentive payments will be pro-rated according to the following formula:

$$IP = (E_{adj} / S) * (\text{Campus Budget})$$

Where:

IP = Fellow Incentive Payment

E_{adj} = Fellow Earned Student Performance Incentive adjusted for number of students

S = sum of all Fellows' Earned Student Performance Incentives at Campus X