

# **Alaska School Performance Incentive Program**

## **2008 Results**

# What is the Program?

## School Performance Incentive Program

- Performance incentive pay when students in a school demonstrate growth in academic achievement based on the Standards Based Assessments (SBAs) given annually in April
- Growth is defined as more rapid than expected; or advanced performance that remains at that level
- Compares the same student from the previous year to current year
- Ninety-five percent of all students enrolled must participate in the reading, writing, and mathematics assessment

# Expected Outcomes

## School Performance Incentive Program

- All staff have ownership of instruction and share responsibility for results
- Incentive to work differently, embrace innovation, and create partnerships to improve student achievement
- Accountability and incentive to cause all students to reach proficiency and higher levels of advanced achievement
- Instruction designed and delivered to meet student needs

# Value Table

## School Performance Incentive Program

Previous Year ↓ Level	Current Year Level						
	Far Below Proficient Minus	Far Below Proficient Plus	Below Proficient Minus	Below Proficient Plus	Proficient	Proficient Plus	Advanced
Far Below Proficient Minus	0	90	120	150	180	205	230
Far Below Proficient Plus	0	70	100	130	160	185	210
Below Proficient Minus	0	50	80	110	140	165	190
Below Proficient Plus	0	30	60	90	120	145	170
Proficient	0	10	40	70	100	125	150
Proficient Plus	0	0	20	50	80	105	130
Advanced	0	0	0	30	60	85	110

# Performance Levels

## School Performance Incentive Program

Growth Index Level	Index Point Value
Strong	107-108.99
High	109-111.99
Excellent	112-114.99
Outstanding	115 and Greater

# Performance Level Incentive

## School Performance Incentive Program

<b>Level</b>	<b>Certificated</b>	<b>Non-Certificated</b>
Strong	\$2,500	\$1,000
High	\$3,500	\$1,500
Excellent	\$4,500	\$2,000
Outstanding	\$5,500	\$2,500

# Statewide Counts

Districts with schools receiving awards: 14

Total number of schools receiving awards: 32

## School Locations

<b>Setting</b>	<b>Number of Schools</b>
Urban and Small Town	19
Rural & Remote (off of the road system)	13

# School Configuration

Strong	1	Grades 3-6	7
		6	
		Grades 7-8	3
		Grades K-12	5
High	8	Grades 3-6	5
		Grades 7-8	0
		Grades K-12	3
		Grades 9-12	0
Excellent	6	Grades 3-6	2
		Grades 7-8	0
		Grades K-12	4
		Grades 9-12	0
Outstanding	2	Grades 3-6	0
		Grades 7-8	0
		Grades K-12	2
		Grades 9-12	0

# Other Performance Indicators

Number of schools meeting AYP: 29

Number of schools NOT meeting AYP: 3

# Staff Configuration

	Certificated	Non-Certificated
Strong	220	104
High	67	51
Excellent	19	33
Outstanding	3	3

# Demographic Characteristics

- In 23 of schools receiving awards, over 15% of student population are students with disabilities
- In 26 of schools receiving awards, 30% or more of all students are from low income status
- In schools receiving awards, a total of 2,161 students were enrolled; disaggregation of student ethnicities is shown below:

Caucasian	African American	Hispanic	Asian/ Pacific Islander	Alaska Native/ American Indian	Multi- Ethnic
1442	45	111	112	310	141