



Background on the Public School Performance Incentive Program

The Alaska Public School Performance Incentive Program, which was proposed by the Alaska Department of Education & Early Development, is intended to serve as an incentive for all employees in a school to create a learning environment in which student achievement substantially increases.

The legislature established the program as a pilot for school years 2006-2007, 2007-2008, and 2008-2009. The law allows an incentive payment for up to 850 certificated staff statewide and to all non-certificated staff employed in schools whose certificated staff receive payments. Some personnel in a school district's central office also may receive payments.

The legislature funded the program at \$5.8 million for the 2006-2007 school year and \$3.9 million for the 2007-2008 school year.

The total payout for the 2006-2007 school year was \$1,888,187. Receiving payments were 949 individuals: 484 teachers, 312 support staff, and 153 school district staff. Recipients came from 42 schools in 15 districts. Detailed results of the first year are available at: <http://www.eed.state.ak.us/spip/>.

How the program works

The performance incentive program awards bonuses to all members of a school staff if students perform significantly better (or remain at advanced levels) on state assessments in reading, writing and math in the current year compared to the same students' performance the previous school year. It is based on student growth.

Some members of a district's central office (but not superintendents) also may receive bonuses if they played a role in the students' improvement.

The program's methodology is similar to a growth model in that it looks at each student's achievement from year to year, and it rewards improvement even if the student isn't yet proficient.

The assessments are the same ones used to determine adequate yearly progress under the No Child Left Behind Act. They are aligned to state academic standards. Ninety-five

percent of a school's students in the assessed grades must take the assessments for a school to be eligible for the performance incentives.

Specifically, schools receive points based on whether each student has moved forward, remained stable, or moved backward among seven levels of achievement on the assessments. The points are totaled, divided by the number of tests the students took, and compared to a table of performance levels.

There are four performance levels that earn bonuses and therefore four levels of bonuses. From the lowest-ranking to the highest-ranking, they are:

Strong: \$2,500 certificated, \$1,000 non-certificated.

High: \$3,500 certificated, \$1,500 non-certificated.

Excellent: \$4,500 certificated, \$2,000 non-certificated

Outstanding: \$5,500 certificated, \$2,500 non-certificated.

The department has created a PowerPoint that explains in detail the method of determining which schools' staffs receive incentive payments. See:

www.eed.state.ak.us/spip/AKSPIP.ppt.

For the enabling statute, see: www.legis.state.ak.us/PDF/24/Bills/HB0013Z.PDF.

For the implementing regulations, see: www.eed.state.ak.us/spip/4AAC33.500.pdf and www.eed.state.ak.us/spip/4AAC33.520_adopt.pdf and http://www.eed.state.ak.us/regs/filed/performance_incentive_program.pdf.

August 2008