

Alaska School Performance Incentive Program

2007 Results

What is the Program?

School Performance Incentive Program

- Performance incentive pay when the 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

Benefits

School Performance Incentive Program

- Strong workforce for Alaska
- Enhance teacher recruitment
- Entire staff in a school receive incentive (teachers, principal, support staff, etc.)
- Accountability: directly linked to high and rapidly improved levels of achievement
- Promote collaboration, effective instruction and spread responsibility across grade levels and content areas
- Requires focused instruction aligned to Alaska standards

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	95	115	145	190	200	200
Far Below Proficient Plus	0	70	100	130	175	185	195
Below Proficient Minus	0	45	75	110	150	170	175
Below Proficient Plus	0	30	50	85	125	145	160
Proficient	0	20	35	50	100	125	140
Proficient Plus	0	10	20	40	85	115	125
Advanced	0	0	15	20	80	95	120

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

Level	Certificated	Non-Certificated
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: 15

Total number of schools receiving awards: 42

School Locations

Setting	Number of Schools
Urban and Small Town	19
Rural	7
Rural Remote (off of the road system)	16

School Configuration

Level	Total	Composition of Schools			
Strong	12	Gr P-6	4	Gr K-12	3
		Gr P-8	1	Gr 3-5	1
		Gr P-12	1	Gr 7-12	1
		Gr K-8	1		
High	14	Gr P-6	6	Gr K-6	1
		Gr P-8	1	Gr K-10	1
		Gr P-12	1	Gr K-12	3
		Gr K-4	1		
Excellent	6	Gr P-12	1	3-7	1
		Gr K-6	1		
		Gr K-8	2		
		Gr K-12	1		
Outstanding	10	Gr P-12	3	Gr K-12	3
		Gr K-6	1		
		Gr K-8	2		
		Gr K-10	1		

Staff Configuration

	Certificated	Non-Certificated
Strong	148	110
High	243	140
Excellent	38	21
Outstanding	42	31

Demographic Characteristics

- In 33% of schools receiving awards, over 50% of student population is low socioeconomic status
- In schools receiving awards, 11% of all students are students with disabilities