

Performance Incentive Program 2009 Fact Sheet

The Alaska School Performance Incentive Program (PIP) is a program authorized in 2006 by Alaska statute **Sec. 14.03.126** and regulation **4AAC 06.800-4AAC 06.835**. The program provides an incentive payment to the school employees where the students have demonstrated growth in academic achievement based on the Standards Based Assessments (SBA).

The goal of the program is to serve as an incentive for all employees in a school to create a learning environment in which student achievement substantially increases.

Additional information can be found at the following Web site: <http://www.eed.state.ak.us/spip/>

Student score calculations

- The SBA test scores are compared by student for each subject tested, comparing the previous year results to the current year results.
- The scores are compared after matching students using the Alaska Student ID Number (AKSID). If direct matches are not found using the AKSID Number, then the individual scores cannot be counted.
- A student must have valid scores in a given subject for both school years for the test scores to count in that subject.
- If a student's subject test score is invalidated for any reason, the student's proficiency score will not be counted.
- A point value is created for each student by comparing the proficiency level in the current year to the proficiency level from the previous year.
- There are seven proficiency levels established for this program (*Advanced, Proficient Plus, Proficient, Below Proficient Plus, Below Proficient Minus, Far Below Proficient Plus, Far Below Proficient Minus*).
- All of the individual student point values are totaled and then divided by the total number of test taken to get the School Index Score.
- An Index Score or Point Value of at least 107 is potentially eligible for an award.
- **Rule change: Student now has to be (FAY) Full Academic Year in the current school year to be counted.**

School Eligibility and Data Requirements

- The school must enroll students in any combination of grades kindergarten through 12.
- A school that enrolls students in grades 11 and 12 only is not eligible.
- The school must provide instruction in mathematics and language arts.
- The school must administer the state standards-based assessments.
- The school must meet or exceed a 95% participation rate for **each of the three** subjects to be eligible.
- The school participation rate is calculated by comparing the participation rate file, submitted by the districts which include all of the students registered on the first day of testing, to the number of tests taken in each subject.
- For schools that the total number of students enrolled is less than or equal to 40, the required participation rate is met when no more than 2 miss a given test.
- The data must be submitted by the established due date for each data request to be deemed eligible for this program.

- No later than October 15 of each school year, a district shall submit to the department, on the form provided by the department, the name and social security number of each certificated and non-certificated employee the district employs in a school or central office.
- The SBA participation rate data file is due to the department every year in April.
- The final data requirement is the mailing address of each employee along with verification that each employee has been employed for the minimum time period required and is due no later than May 1 of each school year.

Award school and district staff eligibility and award amounts

- All permanent certificated and non-certificated staff who are/or were employed at the school at least 100 days between September 1 and April 1 are eligible.
- Employee must be employed at least .25 FTE at the school to be eligible to receive an award.
- Superintendents or chief officers are not eligible.
- Non-permanent employees, substitutes and contractors are not eligible.
- If a staff member is required to hold a license or certificate for their positions, and their current licenses or certificates is **unexpired and in good standing**, they will get paid at the certificated award level. Non-certificated staff will get paid at the non-certificated award level.
- If a staff member who is required to hold a license or certificate and it is expired or not in good standing then that staff member would be ineligible for an award.
- Payment amounts are based on the incentive level established for that school, if the staff member worked less than full time, he/she would get a percentage of that school's award level, depending on the (FTE) full time equivalent percentage of .25, .50, .75 or 1.00.
- District-wide staff are eligible for 5% of the funds awarded to schools within a district when, after consultation with the superintendent, and site principals and it is determined that they contributed to the performance at awarded school(s). A request for these names will be sent to districts in late July after it is known which schools received the award. This list will be due back to the department no later than August 21, 2009.
- District-wide staff has the same (FTE) and a minimum of 100 employment days as do the school staff.
- There is a statutory limit that no more than 850 certificated staff can be paid an award. If the total of certificated staff eligible to receive an award is more than 850 then the school that caused the count to go over would then not be eligible for an award. There is no limit on the number of non certificated staff paid if the school is eligible and receives an award.

Public notification and payment dates

- The 2009 Performance Incentive Program results will be released to the districts on July 24, 2009.
- The department will provide each district a list of all Alaska schools and their Index Point Value.
- The Commissioner will be releasing results for all schools in a statewide news release in early August.
- Payments will be sent to all award recipients in September or within 60 days after the announcement.