

**Mission Possible
Teacher Incentive Pay Chart & Guidelines
Elementary**

Teacher (Regular Classroom)	Recruitment & Retention Incentive Pay	Performance Level* (See Definitions Sheet*)	Performance Criteria* (See Definitions Sheet*)	Performance Level Incentive Pay	Total	Avg. Class Size
K – 2	\$2, 500.00	N/A	N/A	N/A	\$2,500.00	15:01
3	\$2, 500.00	Level 1-Growth	NC-ABCs	\$2,500.00	\$5,000.00	N/A
		Level 2-Growth	NC-ABCs	\$4,000.00	\$6,500.00	N/A
4-5	\$2, 500.00	Level 1-Growth	Value Added Scores	\$2,500.00	\$5,000.00	N/A
		Level 2-Growth	Value Added Scores	\$4,000.00	\$6,500.00	N/A
Elementary Curriculum Facilitator	\$0	N/A	School Makes AYP	\$2,500.00	\$2,500.00	N/A

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Definitions	
Level 1-Growth NC-ABC (3rd Grade)	Entire 3rd Grade Makes NC-ABC Expected Growth (NC-EOG required)
Level 2-Growth NC-ABC (3rd Grade)	Entire 3rd Grade Makes NC-ABC High Growth (NC-EOG required)
Level 1-Growth Value Added Scores (4th-5th Grade)	Level 1 – Students grew 1.5-1.99 standard effect errors of measure, per Value Added Teacher Effect (SAS-EVAAS), above the district average. (NC-NC-EOG or NC-NC-EOC tests required)
Level 2-Growth Value Added Scores (4th-5th Grade)	Level 2 – Students grew 2+ standard effect errors of measure, per Value Added Teacher Effect (SAS-EVAAS), above the district average. (NC-NC-EOG or NC-NC-EOC tests required)

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Special Requirements	
Professional Development	All required Professional Development courses must be completed in required time. Teachers who do not complete the required training by June 30 th at the end of their participation year will have all incentives stopped with possibility of total forfeiture of pending incentives.
NC-ABC (3rd Grade) 2 Year Requirement	If a 3rd Grade Teacher is part of the grade level group that does not make at least Expected Growth (ABC) in either Math and/or Reading for two consecutive years, a teacher will be subject to individual evaluations and being placed on an action plan and transferred out of the school prior to the new year, per Principal discretion and teacher evaluation documentation. This decision (action plan, transfer, etc.) will be made by the principal and will be made on an individual basis per Principal evaluation.
Value Added Two Year Requirement	Teachers who teach courses that require NC-NC-EOG or NC-NC-EOC tests and have Value Added scores 2 or more standard error units "Below" Avg. (0), per SAS formula, for two consecutive years will be transferred out of the school.
Action Plan	When a Teacher is placed on an Action Plan per Principal discretion and documentation, then all MP incentives stop for the duration of Action Plan. Teachers currently on an Action Plan are not eligible for future placement at a Mission Possible School.
Regular Classroom Teachers	Mission Possible Teachers must be regular classroom teachers of record.
Curriculum Facilitator AYP Three Year Requirement	If school does not make AYP for three consecutive years, the curriculum facilitator will be reassigned or removed.