Mission Possible
Teacher Incentive Pay Chart & Guidelines
High School

Teacher (Regular Classroom)	Recruitment & Retention Incentive Pay	Performance Level (See Definitions)	Performance Criteria (See Definitions)	Performance Level Incentive Pay	Total	Avg. Class Size
Algebra 1 Degree/24 Hours (EOC Required)	$10,000.00	**Level 1-Growth**	Value Added Scores	$2,500.00	**$12,500.00**	20:01
		Level 2-Growth	Value Added Scores	$4,000.00	**$14,000.00**	20:01
English 1 (EOC Required)	$2, 500.00	**Level 1-Growth**	Value Added Scores	$2,500.00	**$5,000.00**	20:01
		Level 2-Growth	Value Added Scores	$4,000.00	**$6,500.00**	20:01
9th - 12th Math Degree/24 Hours (EOC Required)	$9,000.00	**Level 1-Growth**	Value Added Scores	$2,500.00	**$11,500.00**	N/A
		Level 2-Growth	Value Added Scores	$4,000.00	**$13,000.00**	N/A
9th - 12th Non-Tested Math Degree/24 Hours	$9,000.00	**N/A**	N/A	N/A	**$9,000.00**	N/A
9th - 12th AP or IB Math Degree/24 Hours	$9,000.00	**Level 1-Growth**	Student Achievement	$2,500.00	**$11,500.00**	N/A
		Level 2-Growth	Student Achievement	$4,000.00	**$13,000.00**	N/A
Curriculum Facilitator	$0	**N/A**	School Makes AYP	$2,500.00	**$2,500.00**	N/A

Mission Possible
Teacher Incentive Pay Chart & Guidelines
High School

Definitions	
Level 1-Growth Value Added Scores (9th-12th 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 (9th-12th 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)
9th - 12th Non-Tested Math Courses	Any regular education Math course for which there are no state or national/international standardized tests given.
9th - 12th AP or IB Math Level 1	AP or IB Math Level 1 is based on Student Achievement Level % Data as computed by the GCS Office of Research & Accountability. (Value-Added data is not available for AP or IB courses.)
9th - 12th AP or IB Math Level 2	AP or IB Math Level 2 is based on Student Achievement Level % Data as computed by the GCS Office of Research & Accountability. (Value-Added data is not available for AP or IB courses.)

Mission Possible
Teacher Incentive Pay Chart & Guidelines
High School

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 30th at the end of their participation year will have all incentives stopped with possibility of total forfeiture of pending incentives.
***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.
AP & IB Math Two Year Requirement	Teachers (AP/IB) whose student achievement scores are below Level 1 per % data for two consecutive years are subject to being transferred to a non-mission possible school. Achievement scores will be based on Student Achievement Level % Data as computed by the GCS Office of Research & Accountability. (Value-Added data is not available for AP or IB courses.)
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.