

**Mission Possible  
Teacher Incentive Pay Chart & Guidelines  
Middle School**

<b>Teacher (Regular Classroom)</b>	<b>Recruitment &amp; Retention Incentive Pay</b>	<b>Performance Level* (See Definitions Sheet*)</b>	<b>Performance Criteria* (See Definitions Sheet*)</b>	<b>Performance Level Incentive Pay</b>	<b>Total</b>	<b>Avg. Class Size</b>
<b>6th - 8th Language Arts or Math (EOG Required)</b>	\$2,500.00	<b>Level 1-Growth</b>	Value Added Scores	\$2,500.00	<b>\$5,000.00</b>	N/A
		<b>Level 2-Growth</b>	Value Added Scores	\$4,000.00	<b>\$6,500.00</b>	N/A
<b>6th - 8th Math Degree or 24 Hours (EOG/EOC Required)</b>	\$9,000.00	<b>Level 1-Growth</b>	Value Added Scores	\$2,500.00	<b>\$11,500.00</b>	N/A
		<b>Level 2-Growth</b>	Value Added Scores	\$4,000.00	<b>\$13,000.00</b>	N/A
<b>Algebra I Degree or 24 Hours (EOC Required)</b>	\$10,000.00	<b>Level 1-Growth</b>	Value Added Scores	\$2,500.00	<b>\$12,500.00</b>	20:01
		<b>Level 2-Growth</b>	Value Added Scores	\$4,000.00	<b>\$14,000.00</b>	20:01
<b>Middle School Curriculum Facilitator</b>	\$0	<b>N/A</b>	School Makes AYP	\$2,500.00	<b>\$2,500.00</b>	N/A

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<b>Definitions</b>	
<b>Level 1-Growth Value Added Scores (6th-7th Grade)</b>	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)
<b>Level 2-Growth Value Added Scores (6th-7th Grade)</b>	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)
<b>Special Requirements</b>	
<b>Teachers Professional Development</b>	All required Professional Development courses must be completed in required time. Teachers who do not complete the required training by June 30 <sup>th</sup> at the end of their participation year will have all incentives stopped with possibility of total forfeiture of pending incentives.
<b>Value Added Two Year Requirement</b>	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.
<b>Action Plan</b>	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.
<b>Regular Classroom Teachers</b>	Mission Possible Teachers must be regular classroom teachers of record.
<b>Curriculum Facilitator AYP Three Year Requirement</b>	If school does not make AYP for three consecutive years, the curriculum facilitator will be reassigned or removed.