**Bradford Special School District**

**Beacon Award Model**

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| **Position** | **Individual Measures** | **School Measures** | **School Measures** |
| ***1st – 6th Grade Teacher******with Effect Score*** | ***TCAP/Stanford Value-Added, Composite Teacher******Effect Score***           ·          ***Level 5 = $1000***           ·          ***Level 4 = $750*** | ***AMO***           ·          ***3rd-8th Reading******64.8% - $300***           ·          ***3rd-8th Math******75.3% -$300*** | ***School-Wide Value-Added 5***           ·          ***$200*** |
| ***Non Tested, Non Core******Pre-K-6th and Kindergarten Core*** | ***TIGER Level 4 or higher***           ·          ***$700*** | ***AMO***           ·          ***3rd-8th Reading******64.8%  - $300***           ·          ***3rd-8th Math******75.3% -$300*** | ***School-Wide Value-Added 5***           ·          ***$200*** |
| ***Tested Grade******7th-8th*** | ***TCAP/Stanford Value-Added, Composite Teacher******Effect Score***           ·          ***Level 5 = $1000***           ·          ***Level 4 = $750*** | ***AMO***           ·          ***3rd-8th Reading******64.8% - $300***           ·          ***3rd-8th Math******75.3% -$300*** | ***School-Wide Value-Added 5***           ·          ***$200*** |
| ***Tested Grade******9th-12th*** | ***End of Course Exams – By Teacher/Course Composite Score***           ·          ***Level 5 - $1000***           ·          ***Level 4 - $750*** | ***AMO Goals***           ·          ***$100 for each AMO met ($500 possible)*** | ***ACT***           ·          ***$300*** |
| ***Non Tested Grade******7th-12th*** | ***TIGER Level 4 or higher***           ·          ***$700*** | ***AMO Goals***           ·          ***$100 for each AMO met($500 possible)*** | ***ACT***           ·          ***$300*** |
| ***Pre-K-6th******Principal*** | ***TN Principal Evaluation Summative Report***           ·          ***Level 4 - $400***           ·          ***Level 5 - $600*** | ***AMO***           ·          ***3rd-6th Reading******64.8% - $250***           ·          ***3rd-6th Math******75.3% -$250*** | ***School-Wide Value-Added 5***           ·          ***$500*** |
| ***7th-12th******Principal*** | ***TN Principal Evaluation Summative Report***           ·          ***Level 4 - $400***           ·          ***Level 5 - $600*** | ***AMO Goals******$100 for each AMO met ($500 possible)*** | ***School-Wide Value-Added 5***           ·          ***$500*** |

\*BradfordHigh School AMO – Algebra I, Algebra II, English II, English III, and Graduation Rate.

**Beacon Application Strategic Compensation Eligibility Rules**

1. The employees who are eligible to be a part of the BEACON program are listed in the section labeled “Award Participant Groups”. Central office staff, substitute, associate teachers, and staff in positions *not* listed below are *not* eligible for BEACON.
2. Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for a BEACON award for that school year. Employees must be continuously employed in an eligible position through the last day of school.
3. Employees must be in attendance 93.33% of instructional days identified as the “instructional school year.” This means that employees cannot be absent for more than 10 - 12 (10 sick and 2 personal) 7 ½ hours/day.  Teachers who are in attendance less than 93.33% or are absent more than 12 instructional days **may** be eligible for a bonus based on their individual student achievement scores but **shall not** be eligible for any part of the bonus based on school-wide achievement.  This shall be at the discretion of the Director of Schools.   The following types of leave will be held harmless (not count as days absent) and match the Board’s current policies and term definitions:*military leave, FMLA - family medical leave (must be authorized through Human Resources), assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District).*
4. Employees must have credentials for the position in which they function to be eligible under that category.
*For example: A teacher teaching ninth-grade math must be certified or on wavier to teach ninth-grade math to be* *eligible as a core foundation 9–12 teacher.*
5. Employees must be in “good standing”. “Good standing” means that all paperwork/certifications are up-to-date.
6. Employees must be supervised and evaluated by the principal or supervisor of the campus where they are serving students. (This does not apply to Principals)
7. Employees must complete the instructional-linkage and assignment-verification process through TVAAS®. It is recommended that employees review instructional-linkage and assignment-verification information for accuracy. Likewise, CTE teachers are recommended to complete instructional-linkage and assignment-verification information as required by eTiger.
8. The BEACON Award for an employee who voluntarily transfers from one BEACON Award-eligible position to another BEACON Award-eligible position during the eligibility period, the award will be determined on the basis of the BEACON Award-eligible position the employee held the greatest percentage of the school year (based on 180 instructional days).
*For example: From the first day of school an employee teaches third-grade math. On February 5, the employee transfers to a Principal position on the same campus. Both assignments are BEACON Award eligible; however, the award model and eligibility requirements differ. In this case, the greater percentage of the “school year” was spent as a third-grade, core foundation teacher. Therefore, the award amount would be determined on the basis of the job of a third grade, core foundation teacher.*
9. The BEACON Award for employees who transfers from a BEACON Award eligible position to a non-eligible position during the eligibility period, he or she will not be eligible for an award.
10. The BEACON Award for employees who work on multiple campuses in the same participation category will be determined on the basis of the percentage of time in which they function at each campus.

*For example: If an ELL teachers is at Campus A ¾’s of the day and Campus B for ¼ of the day, their school level award will be based ¾’s on Campus A’s results and ¼ of Campus B’s results.*

   *11.*To be eligible to participate in the Beacon award model, the teacher must score within the top 3 levels of the local Tiger or TAP evaluation rubric.