

A green, curved line representing a hill or path. On top of the line, there are five blue silhouettes of people walking in different directions, from left to right.

Indiana Department of Education

Glenda Ritz, NBCT
Indiana Superintendent of Public Instruction

MEMORANDUM

TO: Superintendents and Principals

FROM: Department of Education

DATE: January 25, 2016

RE: Guidance for Teacher Performance Grants (formerly School Performance Awards)

Pursuant to HEA 1003 (2016) and § IC 20-43-10-3, eligible local education agencies ("LEA") and the qualified teachers therein shall receive a "Teacher Performance Grant" ("grant") that shall be paid to eligible teachers as bonuses. In 2015, the General Assembly appropriated \$30 million for this purpose.

An LEA shall only be eligible for the grant if the local governing body of the LEA has adopted a statutorily-aligned staff performance evaluation plan (§ IC 20-28-11.5). Furthermore, the LEA shall exclusively use the award to pay teachers rated "effective" or "highly effective" under the qualifying evaluation plan and shall differentiate the grant amounts between the two designations.

The Department of Education has calculated the total grant for each eligible LEA based on the formula described in statute. The data used for the calculation includes:

- 2014-2015 Preliminary Non-Waiver Graduation Data
- 2014-2015 Final End of Course Assessment (ECA) Data
- The better of 2014-2015 **OR** 2013-2014 ISTEP+ Data
 - **Please note:** If a school's grant amount is calculated using 2013-2014 ISTEP+ data, the school will be prohibited from receiving a higher grant amount than the award amount the school received in the prior year distribution of the School Performance Awards.

Eligibility Review Window

The Department of Education has compiled a list of all LEAs that are eligible to receive the grant. This list is based on the statutory requirement that all LEAs submit to the Department a qualifying staff performance evaluation plan. (§ IC 20-28-11.5-8(d)).

The Department requests that school corporations review the attached list (*Attachment 1*) for any omissions and notify the Department of any such omissions at tpg@doe.in.gov before January 29, 2016 at 4:30 PM EDT.

Attachment 2

Because teachers working within the cooperative or joint service program are employed by the lead corporation, the lead corporation will be required to include those effective and highly effective teachers in the distribution of the Annual Performance Grant funds. Unfortunately, there is no way for the Department to determine in which corporation and which building any individual teacher teaches. Many cooperative and joint services teachers work in multiple districts and multiple buildings throughout the school year.

It is advised that the school corporation that administers and supervises the joint or cooperative programs collaborate with each participating school in order to determine how funds will be paid fairly to those effective and highly effective teachers employed by the lead corporation and providing services to participating school corporations' students. Joint service and cooperative agreements may need to be amended in order to fairly distribute the Annual Performance Grant award received by each lead and participating school corporation to the qualifying teachers employed by the lead corporation. The Annual Performance Grant statute does not provide guidance on how the grant funds should be apportioned between the lead and participating schools. The governing body for each cooperative or joint service program will need to determine these procedures prior to the distribution in January of 2016.

If you have questions, please email performanceaward14@doe.in.gov.