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Alaska School Performance Incentive Program for Certified and Classified Employees

The Performance Incentive Program pays bonuses to all staff members at schools that have shown significant improvement in student scores, or whose scores have remained at high levels, in the state standards-based reading, writing and math assessments.

The program is intended to encourage the entire school staff to collaborate on practices that increase student achievement in skills that are critical for success in school, postsecondary education, and employment.

The program is in the second year of a three-year pilot authorized by the Alaska Legislature. In the 2006-2007 school year, 949 people shared a payout of \$1,888,187. The law allows an incentive payment to up to 850 certificated staff (such as teachers, principals and librarians) excluding superintendents, and to all non-certificated staff (such as custodians and secretaries) at awarded schools.

The program compares the assessment results for each student in grades 4-10 with his or her assessment results from the previous year. The assessments -- which are also used for the No Child Left Behind accountability system -- are given to nearly all students in grades 3-10. Students who do not have two consecutive years of assessment results are not included in the schools' calculations for the incentive program.

Schools receive points based on whether each student has moved forward, remained stable, or moved backward among seven levels of achievement on the assessments. The points are totaled, divided by the number of tests taken, and compared to a table of performance levels.

There are four performance levels and therefore four levels of incentive payments. From the lowest-ranking to the highest, they are:

Strong:	\$2,500 certificated, \$1,000 non-certificated.
High:	\$3,500 certificated, \$1,500 non-certificated.
Excellent:	\$4,500 certificated, \$2,000 non-certificated.
Outstanding:	\$5,500 certificated, \$2,500 non-certificated.

Growth Index Level	Index Point Value
• Strong	107-108.99
• High	109-111.99
• Excellent	112-114.99
• Outstanding	115 and greater

Part Time Employees

- Must be employed .25 to receive award, and payments are partial based on employment at an FTE of .25, .50, .75 or 1.0
- Employees who work in multiple sites follow the same payment method as part time employees, being awarded if they are at least .25 FTE at an awarded site