

# MASTER TEACHER PREMIUM

## FREQUENTLY ASKED QUESTIONS

### **Q: What is the purpose of the Master Educator Premium?**

**A:** The legislature wanted to recognize teachers who exhibit the highest levels of mastery of instructional techniques and exemplary professional practice through the demonstration of highly effective teaching and retain them in the classroom.

### **Basic Master Teacher/Educator Premium Timeline**

- House Bill 296 (2015) established Section 33-10041, Idaho Code, creating a master teacher premium to recognize master teachers who could demonstrate mastery of instructional techniques over multiple years of practice with a \$4,000 annual premium dispersed over a minimum of three years.
- (2015) Master Teacher Premium Committee was tasked with recommending the standards and process to identify master teachers meeting the requirements established in the law.
- (2016-17 school year) Starting year for creating the Educator Portfolio, which must span and cover a minimum of three years of evidence meeting each of the standards.
- Senate Bill 1059 (2017) amended the master teacher premium to include pupil service staff and changed the name to the master educator premium.
- (2017-18 school year) Educators will continue to enhance their Educator Portfolio with additional documents to note growth and/or change, and additional evidence.
- (2018-19 school year) Educators will continue to enhance their Educator Portfolio documents and reflections
- (June 2019) Submit Educator Portfolio for first cohort of awardees.
- (July 1, 2019) Funds available for educators who achieve the standards Approved by the State Board of Education and recommended by the Master Teacher Premium Committee or have met their district developed and State Board approved master teacher qualifications. Funds distributed through the local education agency as part of the awardee's salary.
- HB 624 (2020) sunsetted the master educator premium, establishing FY21 as the final year for new awards.
- (July 1, 2020) Funds available for second year of original cohort awards and first year of second cohort of awardees.

### **The Master Educator Premium Basics**

The Master Educator Premium provides the awardee with \$4,000 per year for three years (\$12,000), in addition to the teacher's normal salary. Awards are based on the individual's employment status and full-time equivalency (FTE). Following the initial three year period, the educator was eligible to receive the premium on an annual basis. Effective July 1, 2020 the program will be sunsetted and no new awards will be made after December 30, 2020.

Master Educator Premium determinations are based on the educator meeting the minimum requirements identified in Section 33-10041, Idaho Code, and a collection of artifacts and evidence (portfolio) of exemplary teaching practices within each of the five standards, including:

- Leadership
- Professional Collaboration and Partnerships
- Students and Learning Environment
- Content, Instruction and Assessment
- Professional Growth

The Master Educator Premium is an option that full-time and part-time educators who have been teaching for at least eight years may choose to pursue. Awards are paid out based on the individual's employment status and full-time equivalency.

### **What the Master Teacher Premium is NOT:**

- It is NOT part of the leadership premium funds distributed by your district.
- It is NOT part of or connected to your administrator's evaluation of the teacher's performance.
- It is NOT part of the certification or recertification process.
- It is NOT tied to placement on the Career Ladder.

### **Minimum Eligibility Requirements:**

- Eight years of teaching experience, three years immediately preceding the award must be continuous in Idaho.
- Successful completion of an annual individualized professional learning plan.
- A majority of students meet measurable student achievement or student success indicator targets as defined in Section 33-1001, Idaho Code for not less than three of the previous five years.
- Provide artifacts demonstrating evidence of effective teaching for three of the previous five years.
- Part-time staff may apply for this award.
- The premium payout is based on continued employment in each year the premium is received and is based on the individual employed FTE.

#### **Q: Why do teachers have to submit a portfolio?**

A: Pursuant to Section 33-1004I, Idaho Code, to be eligible for the premium the educator must show mastery of instructional techniques in three (3) of the previous five (5) years through artifacts demonstrating evidence of effective teaching. The State Board of Education convened a committee made up of Idaho educators to recommend how individuals would meet these requirements. The committee considered three options for determining the criteria for demonstrating "mastery of instructional techniques." 1) Require that teachers meet a determined number of distinguished marks, 2) Require a higher percentage level of students showing improvement over the minimum, or 3) Develop a portfolio that allows teachers to choose artifacts demonstrating mastery of instructional techniques. Feedback from stakeholders indicated that the portfolio system would be the preferred approach.

#### **Q: What is the Difference between the Master Educator Premium and the Career Ladder?**

A: Once earned, the Master Teacher Premium is a \$4,000 per year premium (based on FTE) distributed to the teacher, for a minimum of three years (contingent on continued employment), and is not tied to placement on the Career Ladder. The Career Ladder is a model for distributing funds to school districts and charter schools for personnel costs.

#### **Q: What is the difference between the Master Educator Premium and the Leadership Premium?**

A: The Leadership Premium is distributed to the school districts and charter schools for

compensating teachers for leadership roles, mentoring, or other positions identified by the district. The district determines how the Leadership Premium funds are distributed. The Master Educator Premium is dedicated funds distributed to educators who choose to apply and meet the requirements.

**Q: Who can qualify for the Master Educator Premium?**

A: Any certified teacher or pupil service staff working in an Idaho public school, who meets the minimum requirements, may apply for the Master Educator Premium. The evidence required in the portfolios should be adjusted to reflect that educator's area of expertise.

**Q: Do you need to be employed to receive the Master Educator Premium?**

A: Yes. The Master Educator Premium is awarded as part of the individual's salary. The actual award amount is based on the individual's continued employment status and whether or not they are a full-time or part-time employee.

**Q: Is the premium payment for past work completed?**

A: No. Evidence of past performance is used to determine mastery of instructional techniques and effective teaching. The award is for continued employment.

**Q: How much time should it take to complete the portfolio?**

A: Estimated, it could take between 20-40 hours per year, spread over three years, to complete the portfolio (varied depending on the individual).

**Q: Why do the portfolios have to take so much time?**

A: The Master Educator Premium was added to Idaho Code in 2015 with an effective date of July 1, 2019 so that the portfolios could be developed over multiple years. It was never intended that an educator would try to create a portfolio in a single year.

**Q: What is an artifact?**

A: Physical evidence (including narrative) documenting how an educator is meeting the criteria of the applicable Master Educator Standards.

**Q: How many standards are there and how many artifacts do I have to have?**

A: There are five standards: *Leadership; Professional Collaboration and Partnerships; Students and Learning Environment; Content, Instruction, and Assessment; and Professional Growth*. The number of artifacts necessary will be varied dependent on the type of artifact, the individual, and whether the artifact is demonstrating mastery in a single year or over multiple years.

**Q: Which artifacts must be demonstrated to show the standards being**

**met?**

A: Applicants will be able to choose from a variety of options when selecting artifacts. This allows for a great deal of flexibility on behalf of the educator. Evidence (artifacts) must be provided to show mastery of each standard in a minimum of three distinct years.

**Q: Do we resubmit the portfolio every year, how long does it last?**

A: The initial award is for three years. Educators do not need to resubmit their portfolio during each of the three years to receive the award.

**Q: Who will be evaluating the portfolios?**

A: A volunteer group of Idaho educators who would receive a stipend for their service.

**Q: Is there a template?**

A: The Master Educator Premium Committee developed a template that has been adopted by the Board. The template is available on the Board's website.

**Q: How do I submit my portfolio?**

A: Portfolios can be submitted electronically through the Board's website.

**Q: Does this impact my certification?**

A: No

**Q: Can districts develop their own criteria?**

A: Districts may develop their own criteria and evaluation process, which must be approved by the State Board of Education. District development plans must meet the same level established at the state level and be approved by the State Board of Education.

**Q: How does the collaboration work?**

A: Educators may choose to work collaboratively for some of the artifacts. However, teachers must submit the artifacts individually. Each educator must submit their own portfolio.

**Q: Must the eight years of experience be in Idaho?**

A: No, only the three most current years must be continuous and in Idaho. Experience outside of an Idaho public school must have been in a position that would be equivalent to a certificated position in Idaho and be recognized for certification purposes.

**Q: How will the portfolios be evaluated?**

A: Portfolios will be evaluated based on a common rubric that is available as part of the application process.

**Q: Is there a template or rubric for evaluating the portfolios?**

A: Yes. The template and the rubric are available on the Board's website.

**Q: Who created the evaluation rubric?**

A: For the state-level criteria, the rubric was created by the Master Teacher Premium committee.

**Q: What happens to the portfolio when the selection has been determined?**

A: Exceptional portfolios may be shared with other educators as examples of mastery of instructional technique. Permission from the originating educator will be obtained prior to sharing.

**Q: What are other states doing?**

A: A number of states have tiered certification models that include a "master teacher" or equivalent level of certification or licensure, additionally, some states have compensation models that tie pay to different levels of performance. There were no states that had a separate premium that was not tied to either a larger compensation model or teacher certification (licensure). The Master Educator Premium Committee looked at the following states criteria and review processes for movement to or evaluation of becoming a "master teacher" in their system:

- Alaska
- Colorado
- Georgia
- Maryland
- New Mexico
- Ohio
- Texas
- Washington (state)
- Wisconsin

**Q: Will the Master Educator Premium be available after this year?**

A: No. House Bill 624 (2020) will sunset the Master Educator Premium at the end of FY 2021. Educators who have not already received the premium and meet the statutory requirements will be able to submit portfolio's to receive the award starting in the 2020-2021 school year. This will be the second and final cohort of awards. Individuals who received the award starting in FY 2020 will receive the full three years of premiums based on their employment status. Educators who receive the premium for the first time in FY 2021 will receive the premium for the full three years.