

MASTER EDUCATOR PREMIUM

FREQUENTLY ASKED QUESTIONS

Q: Why do we have a Master Educator Premium?

A: The legislature wanted to identify and recognize educators who exhibit the highest levels of mastery of instructional techniques, service, and exemplary professional practice.

Basic Master Educator Premium Timeline

- 2015 House Bill 296 – Created Section 33-10041, Idaho Code, creating a master educator premium to recognize master educators with a \$4,000 annual premium dispersed over a minimum of three years.
- 2015 Master Teacher Premium Committee was tasked with creating the standards and process to fulfill the law.
- 2016-17 School year is the starting year for creating the Educator Portfolio which must span and cover a minimum of 3 years of evidence. Pupil Service staff added and scoring rubrics completed.
- 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
- 2019, June—Submit Educator Portfolio
- Timeline for notification of successful qualification to be determined.
- 2019, July 1—Money available for educators who achieve the standards created by the MEPC or have met their district developed and State Board approved master educator qualifications. Disbursement method to be determined.

The Master Educator Premium Basics

It is an effort by the Idaho Legislature to recognize and financially reward outstanding educators.

It is a premium paid to the educator of \$4,000 per year for the first three years (\$12,000), in addition to the educator's normal salary. Following the initial three year period educators are eligible to receive the premium on an annual basis.

Master Educator Premium determinations are based on the educator meeting the minimum requirements and a collection of artifacts and evidence (portfolio) of exemplary practice practices within five standards, including:

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

Master Educator Premium is an option that full-time and part-time educators who have been practice for at least 8 years may choose to pursue.

What the Master Educator 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 educator's performance.
- It is NOT part of the certification or recertification process.
- It is NOT tied to your placement on the Career Ladder.

Minimum Eligibility Requirements:

- 8 years of practice experience, 3 years immediately preceding the award must be continuous.
- Successful completion of an annual individualized professional learning plan.
- A majority of students meet measurable student achievement as defined in section 33-1001, Idaho code for not less than three of the previous five years.
- Provide artifacts demonstrating evidence of effective practice for three of the previous five years.
- This is an option that full-time and part-time educators who have been practice for at least 8 years may choose to pursue.



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

A: Once earned, the Master Educator Premium is a \$4000 per year premium distributed to the educator, for a minimum of three years, and is not tied to placement on the Career Ladder. The Career Ladder is a model for distributing funds to school districts 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 for compensating educators 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 educator in Idaho, 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: How much time should it take to complete the portfolio?

A: Estimated, it could take between 40-80 hours to complete the portfolio (varied depending on the individual).



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Q: What is an artifact?

A: Physical evidence (including narrative) documenting how an educator is meeting the criteria of the 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.*

Each of these standards has up to 4 characteristics. One artifact per characteristic is the minimum requirement.

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

A: The initial award is for a minimum of three years. After the third year of receiving the Master Educator Premium, educators must demonstrate they meet the requirements annually thereafter.

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: Both submission templates and scoring templates are available for review on the State Board website at <https://boardofed.idaho.gov/k-12-education/educator-effectiveness/master-teacher-premium-plan/>

Q: How do I submit my portfolio?

A: Submission will be electronic, but details have not yet been finalized. Once determined, information on how to submit portfolios will be provided on the State Board of Education website.

Q: Does this impact my certification?

A: No

Q: Can districts develop their own criteria?

A: Only with State Board approval. Once approved, districts may develop their own process for demonstrating evidence of mastery of instructional techniques. District development plans must meet the same level established at the state level and be approved by the State Board of Education. District developed criteria will be reviewed at the district level based on the districts' process.



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Q: How does the collaboration work?

A: Educators must use evidence developed through a collaborative process. Each educator must meet the criteria.

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

A: Clarification on this issue is being discussed.

Q: How would the portfolios be evaluated?

A: Portfolios will be evaluated based on the Master Educator Scoring Rubric, available on the Board's website.

Q: Who created the evaluation rubric?

A: For the state level criteria, the rubric was created by Idaho educators, administrators, trustees, State Board members, etc., and based upon the exemplary Ohio Master Teacher model. Names of committee members can be found on the Board's website.

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

A: The committee envisions sharing them with other educators to promote excellence in educational practices. They will be returned to the educator and electronic copies will be made available.

Q: What are other states doing?

A: A number of states have tiered certification models that include a "master educator" 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 educator 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 educator" in their system:

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