



## Senate Education Committee Leadership Premiums Report

March 3, 2016

### Reasons for a Leadership Premium *(33-1004J)*

- (a) Teaching a course in which students earn both high school and college credit;
- (b) Teaching a course to middle school students in which the students earn both middle school and high school credit;
- (c) Holding and providing service in multiple nonadministrative certificate or subject endorsement areas;
- (d) Serving in an instructional or pupil service position designated as hard to fill by the board of trustees;
- (e) Providing mentoring, peer assistance or professional development pursuant to section [33-512\(17\)](#), Idaho Code;
- (f) Having received professional development in career and academic counseling, and then providing career or academic counseling for students, with such services incorporated within or provided in addition to the teacher's regular classroom instructional or pupil service duties;
- (g) Other leadership duties designated by the board of trustees, exclusive of duties related to student activities or athletics. Such duties shall require that the employee work additional time as a condition of the receipt of a leadership premium.



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## Reasons A-G (33-1004J)

Number of Leadership Premiums Issued (Head Count)	Average Dollar Amount Issued	Highest Leadership Premium Issued	Lowest Leadership Premium Issued	Percent of Instructional Staff Receiving Leadership Premium	Total (Cumulative) Amount of Premium Issued (Provided)	*Reasons In order
420	\$ 2,578.00	\$ 5,838.00	\$ 850.00	29%	\$ 1,713,976.00	g,e
18	\$ 925.00	\$ 1,000.00	\$ 850.00	100%	\$ 20,337.00	g,e,f,c,d,b,a
1,335	\$ 1,054.87	\$ 1,700.00	\$ 850.00	100%	\$ 1,972,959.00	e,g,d
7	\$ 2,000.00	\$ 6,000.00	\$ 1,000.00	12%	\$ 14,916.00	c,d,e,g,a,f,b
7	\$ 2,222.42	\$ 7,357.00	\$ 1,000.00	43%	\$ 15,169.00	e,g,d,f,a,c,b
165	\$ 1,815.89	\$ 3,000.00	\$ 850.00	47%	\$ 299,622.00	g,e,f,d,a
13	\$ 980.77	\$ 1,700.00	\$ 850.00	76%	\$ 17,667.00	g,e,d,g
7	\$ 2,681.00	\$ 2,815.00	\$ 143.00	37%	\$ 18,769.00	g,d,e,c,a,f
71	\$ 850.00	\$ 850.00	\$ 382.50	99%	\$ 71,748.00	e,f,g,a,b,c,d
370	\$ 1,402.00	\$ 4,575.00	\$ 487.50	53%	\$ 684,421.00	d,e,g
16	\$ 1,398.34	\$ 2,621.88	\$ 873.96	62%	\$ 16,636.00	e
52	\$ 1,005.37	\$ 2,000.00	\$ 425.00	85%	\$ 60,885.00	g,c,e,f,d,b,a
49	\$ 850.00	\$ 850.00	\$ 850.00	78%	\$ 61,838.00	g,e
16	\$ 1,426.00	\$ 3,500.00	\$ 1,000.00	34%	\$ 32,016.00	g,e
46	\$ 1,764.67	\$ 5,800.00	\$ 850.00	45%	\$ 95,776.00	g,d,e,c,f,b,a
125	\$ 1,549.00	\$ 4,097.00	\$ 850.00	55%	\$ 230,341.00	g,e,d
21	\$ 1,941.00	\$ 5,000.00	\$ 1,000.00	46%	\$ 46,133.00	e,d,f,c,a,b,g



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## Additional Statewide Details (33-1004J)

- **10,369 Leadership Premiums** were issued
- **19,734 Teachers and Pupil Services staff** were eligible
- **52.5%** of eligible staff were provided a leadership premium



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# Preston School District

- **92 Leadership Premiums** were issued
- **68%** of eligible staff were provided a leadership premium
- **\$1,217** was the average dollar issued
- **\$5,100** was the highest premium issued
- **\$850** was the lowest premium issued
- **\$122,412** cumulative total of premiums issued



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# Preston School District

**“Other” Descriptions**

**Preston SD: Leadership Premium Activity Descriptions**

**Activity Descriptions**

Each of the following activities is a leadership activity that is eligible for a leadership premium. The activities are listed below with a brief description of the activity and the criteria for the activity.

**Activity 1: Leadership Development**

Leadership development activities include activities that focus on developing leadership skills in staff members. Examples of leadership development activities include attending leadership training, participating in leadership workshops, and serving on leadership committees.

**Activity 2: Instructional Leadership**

Instructional leadership activities include activities that focus on improving instruction in the classroom. Examples of instructional leadership activities include observing classrooms, providing feedback to teachers, and participating in instructional rounds.

**Activity 3: School Improvement**

School improvement activities include activities that focus on improving the overall quality of the school. Examples of school improvement activities include participating in school improvement teams, leading school improvement projects, and serving on school improvement committees.

**Activity 4: Professional Development**

Professional development activities include activities that focus on providing ongoing learning opportunities for staff members. Examples of professional development activities include attending professional development conferences, participating in professional development workshops, and serving on professional development committees.

**District Plan**

**March School District Leadership Premium Plan (2018-2019)**

This plan outlines the district's strategy for implementing leadership premium activities. The plan includes a list of activities, a description of each activity, and the number of staff members who will be participating in each activity.

**Activity 1: Leadership Development**

Activity 2: Instructional Leadership

Activity 3: School Improvement

Activity 4: Professional Development

**District Application**

**Preston School District Application for Leadership Premiums**

This application provides information about the district's leadership premium program. The application includes a description of the program, a list of activities, and a table of activity data.

Activity	Number of Staff	Total Premiums	Average Premium
Leadership Development	10	\$12,170	\$1,217
Instructional Leadership	15	\$18,255	\$1,217
School Improvement	20	\$24,340	\$1,217
Professional Development	25	\$30,425	\$1,217
<b>Total</b>	<b>70</b>	<b>\$85,190</b>	<b>\$1,217</b>



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## Senate Education Committee Leadership Premiums Report

March 5, 2016