

Master Educator Premium

Senate Education Committee Presentation

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Overview

- Process for Developing Master Educator Premium (MEP) Standards
- Finalizing the Standards, Scoring Rubrics, and Templates
 - Portfolio Submission
 - Review Processes
- Leadership premiums and the Teacher Pipeline

Master Educator Standards

- Section 33-1004I, Idaho Code established the Master Teacher Premium in 2015 to recognize and financially reward outstanding instructional staff. In 2017 the Board proposed, and the Legislature enacted, changes to add pupil service staff and rename it the Master Educator Premium
- Master Educators will earn an additional \$4,000 per year for three years.
- Following the initial three-year period, educators are eligible to receive the Premium on an annual basis based on continued eligibility.

Process for Developing Master Educator Standards

Instructional Staff Subcommittee was made up of participants from the original Master Teacher Premium Committee

-Subcommittee was tasked with finalizing standards and establishing a scoring rubric based on the standards initially approved for instructional staff

Pupil Service Provider Subcommittee consisted of pupil service providers representing each profession

-Reviewed the instructional staff standards and tasked with aligning recommendations for for pupil service staff standards

-Tasked with developing scoring rubrics to assess the pupil service portfolios

The subcommittees ultimately developed a plan that works for all education professionals; instructional and pupil service providers from all professions; original standards remain with slight changes as to how the characteristics are measured by two separate rubrics

Subcommittee members, using the scoring rubric, reviewed work done by two of the exemplary teachers serving on the committee. All were satisfied that the standards were both rigorous and fair – Ongoing communication with pupil service subcommittee members indicates the same

Process for Developing Master Educator Standards

Repetitive characteristics were compressed to ensure that points available for direct contact with students were weighted more heavily than points available for leadership outside of the classroom

64% of the points possible are for direct interaction with students and/or families

36% of the points are earned for leadership and collaboration

Finalizing the Final Standards, Scoring Rubrics and Templates

All five standards are ultimately scored in light of the teacher's direct impact on student learning

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

Submissions

- Master Educator Premium determinations will be based on the educator meeting the minimum requirements pursuant to Section 33-10041, Idaho Code, and the artifacts and evidence of exemplary practices and **impact on student learning for each of the five standards**
- Narrative responses must reflect excellence in the given area inside and/or outside of the classroom and demonstrate an impact on student learning
- Examples referenced and evidence provided must be no more than five years old from date of submission. Artifacts submitted must cover each characteristic of each standard
- A single artifact may be provided as evidence of multiple characteristics within a standard. **For teacher candidates, at least one artifact must be a video of teaching**
- A minimum of one artifact per characteristic is required, but **up to four artifacts per characteristic will be allowed**. The quality of the artifact, not the quantity, will be

Review Process

- Reviewers will focus on how educators clearly demonstrate each standard and characteristic in a way that directly impacts student learning
- Master Educators will achieve exemplary scores in four of the five standards on the scoring rubric
- Portfolios will be evaluated based on a common rubric that will be available as part of the application process
- Portfolios will be reviewed by Idaho educators who volunteer to participate in the reviews. Each reviewer will be provided with training on reviewing the portfolios
- Individual portfolios will be reviewed by no less than two reviewers
- Ratings will be based on whether or not each standard and characteristic “meets the standard” (2 points); partially meets the standard” (1 point); or “does not meet the standard”
- Following submission and final scoring of the portfolio, candidates will receive a copy of their score sheet, including a summary compilation of each reviewer's final scores.

Promoting Excellence and Retention

- **Current Idaho Teacher Standards Align with Mastery Premium**
 - Teacher Leader – Foundation Standards
 - InTASC Standards (Idaho Core Teaching Standards) and Progressions

- **Pipeline: Teacher Retention Recommendations Align with Mastery Premium**
 - Career Advancement and Tiered Licensure
 - Increased Compensation

