



## MASTER TEACHER PREMIUM Summary

Summary – Master Teacher Premium Performance Criteria (\$4,000 premium paid to the teacher):

- Minimum of 8 years teaching provided that the three (3) years immediately preceding the award must be continuous.
- For 3 of the previous 5 years of instruction:
  - Demonstration of mastery of instructional techniques and professional practice through artifacts demonstrating effective teaching and successful completion of an annual individualized professional learning plan; and
  - Majority of students meeting measurable student achievement criteria as defined in Section 33-1001, Idaho Code.
- In addition to the minimum requirements:
  - Districts may develop additional requirements showing mastery through a plan developed at the district level by a committee of teachers, administrators and stakeholders and approved by the State Board of Education;
  - Districts may develop plans that recognize groups of teachers based on measurable student achievement goals aligned with school district approved continuous improvement plans. Groups may be school-wide or may be smaller groups such as grade levels or by subject matter. Each teacher in a master teacher group shall receive a master teacher premium if goals are met according to the district plans. Plans shall be developed by a committee consisting of teachers, administrators and other school district stakeholders and shall first be approved by the State Board of Education. Any school district that does not follow their preapproved plan shall not receive future master teacher premium dollars; or
  - If a district does not develop its own plan, districts must adopt a plan developed by a committee made up of teachers, administrators and other stakeholders facilitated by the State Board of Education and approved by the State Board of Education.

### Idaho Code – Master Teacher Premium

33-1004I. Master teacher premiums. [effective July 1, 2019] (1) A portion of the moneys available to the education support program shall be distributed per full-time equivalent instructional staff position employed by each school district. Such moneys shall be paid to instructional staff employees who have earned a master teacher designation by meeting the minimum qualifications set forth in subsection (2) of this section and the additional qualifications developed or adopted by the employing school district pursuant to subsection (3) of this section, in an amount set forth in subsection (4) of this section.

(2) The minimum qualifications for an instructional staff employee to earn a master teacher designation shall be as follows:

- (a) The instructional staff employee must have eight (8) or more years of teaching experience provided that the three (3) years immediately preceding the award must be continuous;
  - (b) The instructional staff employee must demonstrate mastery of instructional techniques for not less than three (3) of the previous five (5) years of instruction through:
    - (i) Artifacts demonstrating evidence of effective teaching; and
    - (ii) Successful completion of an annual individualized professional learning plan; and
  - (c) A majority of the instructional staff employee's students meet measurable student achievement as defined in section 33-1001, Idaho Code, for not less than three (3) of the previous five (5) years.
- (3) In addition to the minimum qualifications for a master teacher designation set forth in subsection (2) of this section:
- (a) Local school districts may develop and require additional qualifications showing demonstrated mastery of instructional techniques and professional practice through multiple measures, provided that such qualifications shall be developed by a committee consisting of teachers, administrators and other school district stakeholders and shall first be approved by the state board of education;
  - (b) Local school districts may develop plans that recognize groups of teachers based on measurable student achievement goals aligned with school district approved continuous improvement plans. Groups may be school-wide or may be smaller groups such as grade levels or by subject matter. Each teacher in a master teacher group shall receive a master teacher premium if goals are met according to the district plans. Plans shall be developed by a committee consisting of teachers, administrators and other school district stakeholders and shall first be approved by the state board of education. Any school district that does not follow their preapproved plan shall not receive future master teacher premium dollars; or
  - (c) If a local school district has not developed qualifications pursuant to paragraph (a) or (b) of this subsection, then the school district shall adopt and require additional qualifications showing demonstrated mastery of instructional techniques and professional practice through multiple measures as developed by a committee facilitated by the state board of education consisting of teachers, administrators and other stakeholders, which measures shall be approved by the state board of education.
- (4) The amount of the master teacher premium paid to a qualified instructional staff employee shall be four thousand dollars (\$4,000) each year for three (3) years starting with the initial award of the master teacher premium. After the third year of receiving the master teacher premium, the instructional staff employee must continue to demonstrate that he or she meets the master teacher premium qualifications in each subsequent year. If the qualifications are not met, then the premium will be discontinued until such time as the qualifications are met.



- (5) Local school district boards of trustees may provide master teacher premiums to instructional staff employees consistent with the provisions of this section.
- (6) For the purposes of this section, the term "school district" also means "public charter school" and the term "board of trustees" also means "board of directors."
- (7) The state board of education may promulgate rules implementing the provisions of this section.

