

Boys Ranch Independent School District Award Plan

1	Career	Mentor	Master
2	\$2000	\$3000	\$8000
3	Teacher Skills, Knowledge, & Responsibilities - 50%	Teacher Skills, Knowledge, & Responsibilities - 50%	Teacher Skills, Knowledge, & Responsibilities - 50%
4	21 Standards (Minimum Averaged Score 2.5)	26 Standards (Minimum Averaged Score 3.5)	26 Standards (Minimum Averaged Score 4.0)
5	Designing and Planning Instruction – 15%	Designing and Planning Instruction – 15%	Designing and Planning Instruction – 15%
6	Instruction – 75%	Instruction – 60%	Instruction – 40%
7	The Learning Environment – 5%	The Learning Environment – 5%	The Learning Environment – 5%
8	Responsibilities – 5%	Responsibilities – 20%	Responsibilities – 40%
9	Growing and Developing Professionally	Staff Development	Staff Development
10	Reflecting on Teaching	Instructional Supervision	Instructional Supervision
11		Mentoring	Mentoring
12		Community Involvement	Community Involvement
13		School Responsibilities	School Responsibilities
14		Growing and Developing Professionally	Growing and Developing Professionally
15		Reflecting on Teaching	Reflecting on Teaching
16	Evaluators	Evaluators	Evaluators
17	Mentor Review - 20% / Self – 10%	Mentor Review - 20% / Self – 10%	Teachers' Review - 35% Self 10%
18	Master Teacher Review - 35%	Master Teacher Review - 35%	Administrator Review - 55%
19	Administrator Review - 35%	Administrator Review - 35%	
20	Measurement Instruments	Measurement Instruments	Measurement Instruments
21	Portfolio Documentation	Portfolio Documentation	Portfolio Documentation
22	Observation	Observation	Observation
23	Interview Process for between rank advancement only	Interview Process for between rank advancement only	Interview Process
24	Classroom Achievement Attributed to Teacher - 30%*	Classroom Achievement Attributed to Teacher - 30%	Classroom Achievement Attributed to Teacher - 30%*
25	Level 5 – 2 standard errors above average teacher gain in the state or representative sample		
26	Level 4 – 1 standard error above average teacher gain in the state or representative sample		
27	Level 3 – Neither 1 standard error above or below the average teacher gain in the state or representative sample		
28	Level 2 – 1 standard error below average teacher gain in the state or representative sample		
29	Level 1 – 2 standard errors below average teacher gain in the state or representative sample		
30	SCHOOL-WIDE ACHIEVEMENT: AWARD IS EQUALLY DISTRIBUTED TO ALL STAFF – 20%		
31	Level 5 – 2 standard errors above average school gain in the state or representative sample		
32	Level 4 - 1 standard error above average school gain in the state or representative sample		
33	Level 3 - Neither 1 standard error above or below the average school gain in the state or representative sample		
34	Level 2 - 1 standard error below average school gain in the state or representative sample		
35	Level 1 – 2 standard errors below average school gain in the state of representative sample		

- Career/Specialist teachers without classroom achievement (e.g., grades K-3 and specialist teachers) shall be evaluated based on Teaching Skills, Knowledge, and Responsibilities (e.g., 50%) and School Achievement (e.g., 50%).
- Because in some cases Master Teachers do not carry a teaching register they do not receive a classroom-level achievement score. The percentage is shifted to the school-wide award, thus 50% is based on Teaching Skills, Knowledge and Responsibilities and 50% on School Achievement.