

Teacher Bonus Program

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PUBLIC SCHOOLS OF NORTH CAROLINA

State Board of Education | Department of Public Instruction

Report Requirements

Report Overview

- 3rd Grade Reading – the average bonus amount for teachers qualifying for state and local bonus in 3rd grade reading.
- Number and percentage of teachers who qualified for bonuses in January 2023 and were also eligible/qualified in January 2019 and/or January 2020.
- Statistical relationship between past bonus qualification and qualification in January 2023.
- Distribution of bonuses among public schools.

Findings

3rd Grade Reading Bonus Amounts

Statewide Bonus

- Teachers Eligible – 1,433; Teachers Qualified – 1,219
- Percentage of Eligible who Qualify – 85.1%
- Average Bonus amount paid - \$3,489

Local Bonus

- Teachers Eligible – 1,343; Teachers Qualified – 1,130
- Percentage of Eligible who Qualify – 84.1%
- Average Local Bonus amount paid - \$3,402.99
- Range of Local Bonuses paid: \$1,994.67 - \$3,500
- Implications of distribution method for local bonuses

Relationship between Current and Prior Performance

- In most cases, approximately 40% of teachers who qualified for at least one bonus in the past (and remained in the grade/subject for 2021-22) received a bonus in January 2023. (Table 3)
- The percentage of teachers who qualified for a bonus in both 2019 and 2020, and qualified for a bonus in 2023, ranges from 47.9% to 67.4%. (Table 4)
- Relationship between current and prior performance appears stronger for mathematics than reading. (Tables 3 and 4)
- Bonus eligibility only moderately related to retention of teachers in grade/subject. (Table 2)

Statistical Relationship between Current and Prior Performance

- Teachers who qualified for a bonus in a prior year of the program have a higher probability of qualifying for the bonus than those who did not earn a bonus in a prior year (but did participate). The difference in these probabilities is statistically significant. (Table 5)
- Teachers who qualified for a bonus in both prior years of the program have a higher probability of qualifying for the bonus than those who qualified for a bonus in one of the prior two years. The difference in these probabilities is statistically significant. (Table 5)

Statistical Relationship between Current and Prior Performance

- As observed in other sections of the report, teachers of mathematics, who have qualified for one of two bonuses in the past, have a higher probability of qualifying for the bonus than reading teachers do. (Table 5)
- These analyses are suggestive of EVAAS measuring differences in instructional quality of teachers, rather than EVAAS growth being a function of the type of students that teachers instruct in a given year.

Distribution of Bonuses

EVAAS Bonus Eligible Recipients: All, 3rd Grade Reading

LEA Name	Official School Name	Received Growth	Local Eligible	Local Qualified	State Eligible	State Qualified	Local Percent Qualified	State Percent Qualified	Total Qualified LEA Local Bonuses	LEA Proportion of State Bonuses	School Proportion of LEA Local Bonuses	School Proportion of LEA State Bonuses
Alamance-Burlington Schools	Total	103	26	23	32	27	88.5%	84.4%	23	2.2%	100.0%	100.0%
	Alamance Virtual School	2	0	0	0	0					0.0%	0.0%
	Alexander Wilson Elementary	7	0	0	1	1		100.0%			0.0%	3.7%
	Altamahaw-Ossipee Elementary	6	4	4	4	4	100.0%	100.0%			17.4%	14.8%

Definitions:

Received Growth: The total number of teachers in a school or PSU who received an EVAAS growth score in the target grade and subject.

Local Eligible: The total number of teachers in a school who received a growth score that was in the top 25% of their respective LEA. Teachers in LEAs with fewer than 4 teachers in the target grade and subject are eligible for bonus if their EVAAS growth exceeds expected growth.

Local Qualified: The total number of teachers in a school who were eligible for a bonus and remained employed in the LEA until January 1 of the following year.

State Eligible: The total number of teachers in a school or PSU who received an EVAAS growth score that was in the top 25% of the state.

State Qualified: The total number of teachers in a school or PSU who were eligible to receive a bonus and remained employed in the same PSU until January 1 of the following year.

Local Percent Qualified: Number of teachers qualified for the local bonus (receiving the bonus) divided by the number of teachers eligible for the local bonus.

State Percent Qualified: Number of teachers qualified for the state bonus (receiving the bonus) divided by the number of teachers eligible for the state bonus.

Total Qualified LEA Local Bonuses: The number of local bonuses received by teachers within an LEA.

Total Proportion of State Bonuses: The number of state bonuses received by teachers within an LEA divided by the number of bonuses distributed throughout the state in the target grade and subject area.

School Proportion of LEA Local Bonuses: The percent of local bonuses awarded to each school within an LEA. This is the number of local bonuses by school divided by the total number of local bonuses within an LEA.

School Proportion of LEA State Bonuses: The percent of state bonuses awarded to each school within an LEA. This is the number of state bonuses by school divided by the total number of state bonuses within an LEA.

Bonus Category: The grade and subject area for which a bonus (local or state) is awarded.

Questions

