

CAPITAL ONE  NEW BEGINNINGS  
CHARTER SCHOOL NETWORK

*In Partnership with The University of New Orleans*

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May 11, 2012

New Beginnings Merit Pay Memo #2

To: School Administration, Stephen Osborn, Kimberly Hulbert, Gilbert Bennett, Kristine Barker

From: Dr. Vera Triplett, CEO Capital One New Beginnings Charter Schools Network

RE: Merit Pay Plan for Pierre A. Capdau, Medard H. Nelson and Gentilly Terrace

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Please find below a reminder of the merit pay plan outlined in the summer of 2011 and revisited in the fall of 2012. This plan outlines the processes and procedures for implementing the merit pay for performance system for the 2011-12 academic year at Pierre A. Capdau, Medard H. Nelson and Gentilly Terrace, funded by the Gulf Coast Recovery Grant. The plan is based on a value-add system and on the elements that are included in the School Performance Score (SPS) calculation completed by the state. Each class (K-8) is assigned a beginning of the year 'Classroom Performance Score' (CPS) which serves as the baseline for the end of the year CPS. Included in the 2012 CPS calculation (using data from the 2011-12 academic year, and baseline data from spring/summer 2011) will be the following:

Assessments:

LEAP (grades 4 and 8, baseline data from iLEAP spring 2011 3<sup>rd</sup> and 7<sup>th</sup> grade, respectively)

iLEAP (grades 3, 5, 6, and 7, baseline data from DIBELS beginning of year 2011 data for 3<sup>rd</sup> grade, LEAP data from 2011 spring/summer for 5<sup>th</sup> grade, and iLEAP data from spring 2011 for 6<sup>th</sup> and 7<sup>th</sup> grade)

DIBELS (grades K-2, baseline data from beginning of the year DIBELS for grades K-2)

The process began in the fall by putting all active students into a spreadsheet according to the class rosters with their spring/ summer 2011 LEAP or iLEAP scores (see above) for grades 4 – 8, and with their beginning of the year DIBELS assessments for grades K – 3. The 2011 achievement levels were assigned a number on a scale of 0-200 according to the state SPS calculation rubric for LEAP and iLEAP scores, and a similar scale for DIBELS (see Appendix 1). These scores were averaged to give each teacher a beginning of the year Classroom Performance Score. Added to the spreadsheet when the data became available were the scores from the interim

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assessments (Achievement Network and DIBELS). Students' scores were added to provide a snapshot of student progress throughout the year. This information was then distributed to teachers and school administration.

The 2012 spring iLEAP and spring/summer LEAP exam results will be compared to the baseline CPS for grades 3-8 and the DIBELS end-of-year (2012) results will be compared to the baseline CPS for grades K-2.

Bonuses will be paid to teachers in testing subjects (English Language Arts, Math, Science and Social Studies for grades 3-8, and all teachers grades K-2) based on their percent increase in the average score (baseline CPS to the end of the year CPS) for their students, and will only be paid to those who are returning to the Capital One New Beginnings Charter Schools Network for academic year (2012-13). Please note that K-2 teachers merit pay bonuses cap at \$5,000.

Using the state-mandated school-wide SPS goal of 75 points as a baseline target, teachers whose beginning of the year CPS is **below 75** were expected to increase their end of the year CPS by at least **10%** to be eligible for the merit pay bonus. Teachers whose beginning of the year CPS is **above 75** must increase their end of the year CPS by at least **5%** to be eligible for the merit pay bonus. If the teachers qualify, the percentage increase in the CPS will be paid out as a bonus as a percentage of their salary. The teacher of record at the time of testing will receive the bonus for the student average for that class. An average increase of all the classes taught by that teacher will be used. For example, you will not be given a bonus for each individual section or content area that you teach. All growth will be averaged together.

An example is a teacher who teaches two 7<sup>th</sup> grade social studies courses, and two 7<sup>th</sup> grade social studies courses with CPS scores of 40.5, 60.9, 29.4, and 80.9, the average CPS that the teacher would be assessed on for the merit pay bonus would be 52.9. Since this is below the 75 point baseline target, the teacher would have to increase the CPS by 10% in order to be eligible. If the CPS scores with the spring 2012 test scores are 55.4, 55.9, 70.7, 82.0, the average would be 66.0. This is a 25% increase from the baseline average CPS to the final spring CPS. Therefore, the teacher would receive 25% of their salary as a merit pay bonus. If that teacher made \$45,000 annually, the merit pay would be \$11,250.

Additionally, teachers in high-stakes testing grades (3<sup>rd</sup>, 4<sup>th</sup> and 8<sup>th</sup> grade ELA, 4<sup>th</sup> and 8<sup>th</sup> grade Math) will receive an additional \$2,500.00 bonus if they meet the requirements above in the increase in their CPS.

All school employees, including para-educators, front office personnel, data persons, parent liaisons will receive a merit pay bonus of \$1,000.00 if the overall school improvement in the SPS calculation from 2011 to 2012 increases by 10 points. }

Thank you,

Vera Triplett  
Chief Executive Officer

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