



**Best of the Best New Employee  
 Incentive Plan**

**2023-2024 School Year**

Starting the 2023-2024 school year, Selma City Schools offered to new employees joining the district an opportunity to earn up to a \$7,500.00 signing bonus because attracting the best and a diverse workforce is important to us. The bonus includes additional pay opportunities for new employees who demonstrate a commitment to retention and contribute to the growth of student learning. This incentive plan is TeamSELma's way of saying 'thank you for your continuous dedication to the best school district, schools, and students in the state of Alabama!'

**Who Qualifies for the Best of the Best New Employee Incentive Plan?**

**ANY NEWLY HIRED EMPLOYEE FOR THE 2023-2024 SCHOOL YEAR THROUGH FEBRUARY 15, 2024**

**Certified Employees:**

**Certified Employee: Hired August 1-September 15**

**Bonus Amount**  
 Up to \$7,500.00

**Recruitment & Retention Payouts:**  
 December 2023 - \$2,500.00  
 May 2024 - \$2,500.00

**Student Academic Growth Progress Payout:**  
 October 2024 - \$2,500.00

**Certified Employee: Hired September 15 - November 30**

**Bonus Amount**  
 Up to \$6,250.00

**Recruitment & Retention Payouts:**  
 December 2023 - \$1,875.00  
 May 2024 - \$1,875.00

**Student Academic Growth Progress Payout**  
 October 2024 - \$2,500.00

**Certified Employee: Hired January 1-February 15**

**Bonus Amount**  
 Up to \$4,000.00

**Recruitment & Retention Payout:**  
 May 2024 - \$1,500.00

**Student Academic Growth Progress Payout:**  
 October 2024 - \$2,500.00

**Classified Employees:**

**Classified Employee: Hired August 1-September 15**

**Bonus Amount**  
 Up to \$1,500.00

**Recruitment & Retention Payouts:**  
 December 2023 - \$750.00  
 May 2024 - \$750.00

**Classified Employee: Hired September 15-November 30**

**Bonus Amount**  
 Up to \$1,250.00

**Recruitment & Retention Payouts:**  
 December 2023 - \$687.50  
 May 2024 - \$687.50

**Classified Employee: Hired January 1-February 15**

**Bonus Amount**  
 Up to \$750.00

**Recruitment & Retention Payout:**  
 May 2024 - \$750.00

**\*\*\*Employees must still be employed at the time of payout to receive the bonus!**

**\*\* Recruitment & Retention Payouts: December 2023 and May 2024**

**\*\* Student Academic Progress Payouts: October 2024**

*Dr. Zickeyous Byrd, Superintendent*



## Best of the Best New Employee Incentive Plan Recruitment & Retention Payouts

Employees who join the Selma City School District and maintain regular, productive employment can expect to be rewarded with incentive payouts for recruitment and retention. The payouts are offered beyond the employee's regular salary to support the retention, commitment, and dedication of effective district employees. The recruitment and retention payouts are split into two payments. The funding source is ESSER III funds.

### **Certified Employees May Receive the Incentive Bonus IF Demonstrating:**

Includes: Principals, Assistant Principals, Counselors, Media Specialists, and Instructional Coaches

(Rubric Targets: Demonstration of Professionalism, Evidence of Quality Instruction, Effective Use of Data to Inform Instruction, and Student Performance)

### **Classified Employees May Receive the Incentive Bonus IF Demonstrating:**

Includes: Paraprofessionals, Bus Drivers, CNP, Custodians, and Maintenance

(Rubric Targets: Demonstration of Professionalism, Evidence of Quality Performance, and Other Related Duties)

## Student Academic Growth Progress Payouts

### Incentive Plan's Measure for Growth

- 50% of a teacher's overall class must achieve growth in English Language Arts and Mathematics.
- Likewise, 50% of a high school teacher's overall class must achieve 1 pt. – 3pts. gain in English Language Arts, Mathematics, and Science.
- Growth targets reflect the performance of a diverse student population, including those with an IEP.

### Why the growth targets?

- The Alabama accountability indicator measures student growth and awards greater points for level 3 and level 4 growth.

### Data Measures

- This plan will measure achievement gains based on the academic growth of students from spring 2023 to spring 2024. The following assessments will be used:
  - Alternate Achievement Assessment
  - PreK Assessment – BOY & EOY
  - DIBELS Composite (Grades K-2) – BOY & EOY
  - ACAP (Grades 3 -8): Spring 2023 compared to Spring 2024
  - PreACT (Grades 9-10) – BOY & EOY
  - ACT w/Writing (Grades 11) – BOY & EOY
  - Alabama Workkeys Composite (Grades 12) - BOY & EOY

### Assurances to Support Teacher Success

- School principals will plan data chats to strategize with teachers and implement student improvement efforts based on the most recent weekly, quarterly, diagnostic, or standardized achievement test data.
- School leadership teams will develop effective and integrated continuous improvement plans that incorporate strategies to achieve the goals.
- Sufficient professional development will be available to support and address instructional gaps found as a result of teacher assessments.
- Intrusive coaching and mentoring will be provided to support the immediate instructional needs of teachers.
- Teachers and principals will monitor multiple assessment measures to ensure instructional and school effectiveness.

### Assurance to Community of Stakeholders

- The school district will share data on student achievement and growth in a safe and transparent manner to enable district-wide accountability and enhance trust.

*Dr. Zickeyous Byrd, Superintendent*

# Best of the Best New Employee Incentive Plan

## Other Eligible Employees

- Principals and Assistant Principals will be considered eligible based on overall student performance and the achievement of the district's instructional goals.
- Counselors will be considered eligible based on student performance and their contribution through counselling (documentation on goal setting with students, test preparation, small group, and individualized counselling to meet student needs). Additionally, counselors will be considered eligible based on the performance of students in the response to intervention process. The counselor's annual agreement (academic goal) specifies counselors are to ensure at least one group of students receiving Response to Intervention support achieves a 10% gain.
- Media Specialists will be considered eligible based on student performance and their contribution through library services (myOn & AR school programs and weekly classes that promote an increase in literacy scores). School-wide and Accelerated Reader reports will be used to show students who achieve AR goals. myOn school-wide reports will be used to show the percentage of students taking part in and completing monthly challenges.
- Instructional Coaches will be considered as eligible based on student achievement in ELA or mathematics and their contribution to student and teacher progression. Coaches will supply documentation of coaching cycles, data analysis, and professional development.
- Physical Education Teachers will be considered eligible based on BOY and EOY physical fitness scores. 60% of the students must achieve a 10% gain in physical fitness scores.
- History Teachers will be considered eligible based student growth percentages for middle school and growth points for high school (see above growth targets).
- Elective Teachers (band and choir) will be considered eligible based on an incentive rubric throughout the school year.
- Career Tech Teachers will be considered eligible if 25% of the students enrolled in the course receive at least one industry credential.
- Career Tech Teachers (ROTC) will be considered eligible if 50% of the students take the Armed Services Vocational Aptitude Battery (ASVAB) and 25% of the students achieve the minimum ASVAB score (31).