

The Ector County ISD Principal Incentive Allotment (PIA) Program Handbook



In response to the success of the Teacher Incentive Allotment (TIA) in ECISD, a local Principal Incentive Allotment (PIA) has been created by the District to reward highly effective Principals. The funding for the program will come from local and/or externally acquired funds. Currently, there are 41 Principals in ECISD, 30 Elementary, 10 Secondary, and 1 all level (AEC). ECISD PIA will utilize campus growth data and T-PESS evaluations to determine the highest performing Principals. Principal and campus data will be collected for one school year. Data will be compiled the following year after all student growth data is received from the State. The allotment will be paid out in January following the data collection year. The Principal Designation is valid for one year.

ELIGIBILITY

- Eligibility for ECISD PIA will be determined on a yearly basis.
- The Principal must be under an ECISD Certified Administrator contract and assigned to a campus as Principal during the Data Capture Year and the Allotment Disbursement Year.
- The Principal must start no later than the first day of the District Instructional Calendar and remain in employment in the contracted Principal capacity during the Data Capture Year.
- The Principal must have no more than 10 absences during the District Instructional Calendar year (187-day calendar) of the Data Capture Year. Sick, vacation, FML or other leave days count towards the 10 allowed absences. Required Professional Learning days, jury duty, and bereavement do not count toward the 10 allowed absences.
- Principals must be supervised and appraised by the Executive Director of Leadership using T-PESS of the Data Capture year and Allotment Disbursement Year.

DATA

- Data collected during the Data Capture year will begin and end according to the District instructional calendar, August – May. The Data Capture Year will include the Principal's T-PESS and Campus Student Growth data. Principals must be rated at Proficient or above in all T-PESS Indicators within the 5 Domains to be eligible for submission.
- Campus Student Growth Data will be analyzed to determine approximately the top 15% of the highest performing campuses during the Data Capture Year.
- Campus Student Growth Data used is the same data determined for TIA purposes. This could include Circle, MAP, STAAR, and any assessments used for TIA eligible groups on a campus.
- Data collected during the Data Capture Year will be analyzed during the following school year in the Fall of the Allotment Disbursement Year and will identify the top 5-8 campuses as ECISD PIA Designated Principals who have met all eligibility requirements.
- Final Student Growth for PK- 2nd will consist of MAP only, PK – 5th campuses will consist of 50% MAP and 50% STAAR Growth. Circle data will only be used at the Pre-K centers.

PARAMETERS

- Designated Principals must be in good standing at the time of Data Capture and Allotment Disbursement. Therefore, a Principal who has been reassigned or under investigation or pending investigation is not eligible for ECISD PIA compensation until he or she is cleared of any allegation. If the investigation is concluded with a confirmation of misconduct, the Principal will not be eligible to receive ECISD PIA compensation.
- A designated Principal is not eligible to receive PIA compensation if his/her contract is terminated during or is non-renewed at the end of the school year during the Data Capture year or the Allotment Disbursement year.
- A designated Principal is not eligible to receive ECISD PIA compensation if he/she is on a growth plan during the Data Capture year or the Allotment Disbursement year.
- A designated Principal is not eligible to receive PIA compensation if he/she retires or resigns from the District prior to the Allotment Disbursement in January.

ALLOTMENT

- The ECISD PIA allotment amount will range between \$5,000 - \$25,000 dependent upon the economically disadvantaged percentage of the campus during the Data Capture year per ECISD PEIMS submission. Campuses will be ranked by Tiers.

CAMPUS TIER	% ECODIS	STUDENT GROWTH %	DESIGNATION	ALLOTMENT AMOUNT
1	0 – 50%	55-59	RECOGNIZED	\$5,000
		60-69	EXEMPLARY	\$10,000
		70-100	MASTER	\$15,000
2	51 – 69%	55-59	RECOGNIZED	\$10,000
		60-69	EXEMPLARY	\$15,000
		70-100	MASTER	\$20,000
3	Above 70%	55-59	RECOGNIZED	\$15,000
		60-69	EXEMPLARY	\$20,000
		70-100	MASTER	\$25,000

- Designated Principals receive 90% of the allotment amount determined by the district for one year according to the District’s approved budget.
- Allotment payment to designated Principals will be remitted in the form of a yearly stipend distributed in January of the Allotment Disbursement year.