

3 Year Individual Performance Incentive Plan (IPIP)

The IPIP team and TSEA recommend that we continue with the IPIP program, as it is currently structured, for the next three (3) school years: 2023-24, 2024-25, and 2025-26. Below are the plan details.



Evaluation

Participants who are:

- Highly Effective or Effective will receive 100 % of the IPIP distribution.
- Developing will receive 75% of the IPIP distribution.
- Ineffective are not eligible to participate in the IPIP program.

Required District Initiatives Professional Development (PD)

Held on district ½ day schedules as follows:

- August 30th
- February 7th

Specific details of the PD offerings will be distributed to everyone as we get closer to the dates above.

Improve Your Craft

Held for half the day on teacher PD/Inservice Mondays following fall and spring breaks. PD is content specific.

- October 9th
- March 25th

Remember, even though students are not at school, these are required work days AND required professional development days for all teachers whether you participate in IPIP or not. If you are absent, there will be no make-ups for IPIP on these days. Your final IPIP distribution will be reduced as a result.

ELIGIBILITY and Other Important Information

- Teachers, TOAs, School Counselors, Social Workers, Behavior Interventionists are eligible to participate.
- You must be employed with TUHSD by September 30th.
- You MUST apply during the enrollment period – look out for emails about when the application is open. If you choose *not* to participate, you must still complete the application stating this fact.
- If you are sick you may be granted an opportunity for a make-up. Please contact Human Resources directly.