

MAP in Brief

WHAT IS MAP?

- SB 1226 provides state funding to districts that adopt a performance pay MAP plan.
- All instructional personnel and school-based administrators are included in MAP, without the need to apply.
- Top performing personnel will receive a bonus equal to 5% of the district's average teacher salary.

HOW DO THEY INTEND TO AWARD PROFESSIONAL STAFF?

- MAP award recipients will be those identified as high performing on the basis of student achievement (weighted 60%) and the annual performance appraisal (weighted 40%).
- Student achievement must be determined based on gain, proficiency, or both, using national, state, or district standardized tests to measure student achievement.
 - Gains will be calculated using FCAT value tables that take into account the student's performance level during the prior year and assigns "value" points to measure improvements from year to year.
 - Proficiency, based on a student's performance relative to a standard (e.g., a score of 3 on the AP exam), will be adjusted for the student's prior academic performance level.

HOW LEVEL IS THE PLAYING FIELD?

- Differentiated personnel groupings were established in order to offset any effects due to the use of different tests, different ways of analyzing student scores, and different abilities of students.
- Achievement scores will be placed on a common scale to allow for meaningful comparisons within and across personnel groupings. The adjusted scores will then be converted to MAP points.

HOW IS THE TEACHER APPRAISAL USED?

- Forty percent of the MAP score must be based on the annual appraisal of professional competencies.
 - Points will be earned based on competency ratings, then will be weighted and converted to MAP points.
 - The MAP scores range from 0 to 1000. The points from the annual performance appraisal (0-400) plus the points from the student achievement component (0-600) will equal the MAP score.

HOW WILL THE MONEY BE DISTRIBUTED?

- MAP awards will be distributed proportionally based on categorization in one of five groups: elementary, middle, high school instructional personnel, district instructional personnel, and school-based administrators.
- MAP award recipients will be notified no later than July 14, 2008. Awards will be disbursed after August 29, 2008.