

Raise the Grade: Leadership Incentive Proposal

Goal 5: Galveston ISD will increase the number of A or B campuses using the STAAR 2024 data from four to nine by 2027. (District Improvement Plan 2024-2025)

Districts and campuses receive an overall rating, as well as a rating for each domain. The rating labels for districts and campuses are as follows: A, B, C, D, or F. Ratings are assigned for overall performance and for performance in each domain to districts and campuses (including those evaluated under alternative education accountability [AEA]) that meet the performance target for the letter grade. (TEA, 2024)

The Leadership Incentive will be for the campus overall rating and will be paid the **Fall Semester** after the State has validated ratings.

The principals of the following campuses will be eligible for incentives: AIM, Austin, Ball, Burnet, Central, Crenshaw, Oppe, Parker, and Weis. Incentives will be awarded to campuses with a rating of “B” or higher. Additional consideration will be given to campuses rising from an “F” to a “C”. To earn an incentive, campuses cannot regress. Example: A campus with a rating of “A” cannot regress to a rating of “B” and be eligible for an incentive. By 2027, all Galveston ISD campuses will have a rating of “B” or “A.”

Position	Performance Incentive		
	Two Grade Level Rise (F to C)	Rating “B”	Rating “A”
Achievement Incentive	\$5000	\$8000	\$10000

If the budget permits, the principals may be awarded an additional incentive lump sum amount depending on the size of the campus to distribute to members of the Leadership Team or Instructional Team for their work in raising the school’s performance. Individuals will be awarded from this lump sum at principal’s discretion.

School Size	Students Served	Campus Award Range Rating “B”	Campus Award Range Rating “A”	Possible Awardees
Small	$n < 401$ students	\$1000	\$2000	Curriculum Team, Assistant Principals
Medium	$n > 400, n < 1000$ students	\$2500	\$5000	
Large	1000+	\$5000	\$10000	

Incentive Eligibility Guidelines

Principals must meet all certification requirements and be the "principal of record" for an assigned campus.

Principals must have a final appraisal rating of proficient or higher for the year of the incentive.

Incentive Payout

If any testing improprieties are reported and confirmed or otherwise substantiated at the campus that shed a negative light on the school and the district, the principal and leadership team will be ineligible to receive an incentive.

Incentives will be paid in the Fall Semester after confirmation of the State Accountability Rating.

Principals and staff must be in good standing at the time of payment. An employee under investigation or reassigned pending investigation is not eligible for an incentive until he or she is cleared of any allegation. If confirmation of inappropriate employee behavior is the outcome of the investigation, the employee loses the opportunity to receive an incentive payment. Additionally, employees who retire in lieu of termination are not eligible to receive an incentive.

If staff meet all eligibility requirements for an incentive, they must be administrators in the District at the time the incentive awards are paid unless they retired through TRS prior to the payout of the awards. It is the responsibility of the retired employee to provide the district with current contact information and a 457 form so the award payment can be processed.