

MAP -- Frequently Asked Questions

1. What is MAP?

MAP is the Merit Award Program which was enacted by the Florida Legislature in F.S. 1012.225 to replace the STAR program.

2. Who is eligible for the MAP award?

All instructional personnel (including guidance counselors, school social workers, school psychologists, career specialists and media specialists) and school-based administrators are eligible for consideration for the MAP award.

3. What is the amount of the award?

The MAP award will be 5% of the average teacher's salary in Hillsborough County. That amount will be approximately \$2100.00 plus fringe.

4. When will the MAP award be paid to those who qualify?

By law, all MAP funds must be disbursed by September 1, 2007. Personnel who qualify will receive payment on or before August 31, 2007.

5. What criteria make a person eligible to receive the MAP award?

There are 2 components for MAP consideration:

A. Evaluation Score --- 40% of eligibility:

Based on the classifications below, personnel must meet the following criteria:

- | | |
|---------------------------------|---------------|
| 1. Classroom teachers: | 123 or higher |
| 2. Non-classroom educators: | 120 or higher |
| 3. Media Specialists: | 110 or higher |
| 4. School-based Administrators: | 30 or higher |

B. Effectiveness Score --- 60% of eligibility:

Each teacher (or instructional personnel as listed above) will receive an Effectiveness Score based on the performance/achievement of students assigned to him/her during the 2006-07 school year. The pre-test data was compared with post-test data using state approved value tables to determine student proficiency and/or learning gains.

- C. The Evaluation Score and the Effectiveness Score are combined to give an Overall Rating. The Overall Rating is then converted to a Percentile Ranking within the particular Instructional Group of that employee.

Evaluation Score + Effectiveness Score = Overall Rating

Overall Rating is then converted to a Percentile Ranking (0 – 99th)

6. Was my Effectiveness score compared with all other instructional personnel in the district?

No. Personnel were divided into instructional groupings by level and subject area. Examples of groupings are: Middle School mathematics teachers, High School technology education teachers, Elementary language arts teachers, Middle School reading coaches, High School art teachers, Elementary guidance counselors etc... . Personnel in each grouping were compared and rank ordered only with those in the same grouping.

7. What if I had students for whom I was responsible in more than one of the groups?

Personnel with responsibilities in more than one group received an Effectiveness score for each group and only the highest Effectiveness score was used for MAP award determination.

8. What data was used to determine my Effectiveness Score?

For purposes of MAP, pre-test and post-test data had to be compared to determine student learning gains and/or proficiency. In all possible cases, 2006 FCAT data was used as the pre-test and 2007 FCAT data was used as the post-test. When FCAT scores were not available, NRT scores were used. For certain subjects and grade levels, specific pre and post tests were administered and they were used for comparison purposes. For subjects such as science and social studies, FCAT reading scores were used. For those personnel with school-wide responsibilities (examples: administrators, psychologists, social workers, guidance counselors, student intervention specialists, etc...) the average of that school's 2006 reading and mathematics FCAT data was compared with the average of that school's 2007 reading and mathematics FCAT data.

All data was compared using state approved value tables. The use of value tables takes into consideration the achievement level of the student and “levels the playing field” so that personnel who teach mostly Level 1 students can show growth (even if students remain in Level 1) and personnel who teach mostly Level 4 or 5 students can earn points for students who maintain Level 4 or 5 performance.

9. How was my Effectiveness Score calculated?

All students with a pre-test and post-test were used to calculate the Effectiveness score. For most students the pre-test and post-test was the FCAT results from 2006 (pre-test) and 2007 (post-test). Semester examination results were used for high school students and Stanford 10 results were used for primary/elementary students.

All test results were converted to levels similar to the FCAT levels. For high schools students, the levels were comparable to letter grades; A is Level 5, B is level 4, etc. Once the scores were converted to levels, each student was given a point value based on their level on the pre-test and the post-test. The points were based on progress that is valued and the probability that students will make gains. Positive points were awarded for a student increasing his/her level or for maintaining levels two or higher. Negative points were awarded for students who decreased in level. However, a decrease from level 5 to level 4 received positive points.

An example of a value table is provided.

Grade Five Science Teachers					
	PostTest: FCAT Science				
Pretest: FCAT Reading	Level 1	Level 2	Level 3	Level 4	Level 5
Level 1	0	325	450	650	750
Level 2	-75	150	250	350	500
Level 3	-40	-15	225	350	600
Level 4	-30	-15	-5	475	650
Level 5	-100	-50	-25	175	350

Mrs. Jones had the following students in her class:

PreTest Level	PostTest Level	Number of Students	Points Per Student	Total Number of Points
Level 1	Level 2	2	325	650
Level 2	Level 2	5	150	750
Level 2	Level 3	7	250	1750
Level 3	Level 3	5	225	1125
Level 3	Level 4	2	350	750
Level 4	Level 5	3	650	650
Total = 24			Total = 5675	
Average Points (Effectiveness Score): 236.45				

After each student was awarded the appropriate number of points, an average or Effectiveness Score was created for each teacher. The total number of points was divided by the total number of students.

10. How was it decided which teachers would receive a bonus?

Each teacher received an Effectiveness Score and an Evaluation Score. The two scores were combined, with the Effectiveness Score counting 60% and the Evaluation Score counting 40%. For example:

Mrs. Jones had an Effectiveness Score of 236.45 and an Evaluation Score of 133. To calculate her Overall Rating:

$$(236.45 \times .60) + (133 \times .40) = 195.07$$

Mrs. Jones was then placed in rank order with other teachers at her same level (elementary, middle, or high) and her same instructional group (reading, mathematics, science, etc.) If her percentile rank in her instructional grouping merits the award, she will receive a MAP bonus.

11. Is it possible for some teachers to receive the MAP award and some teachers not to receive the MAP award who have the same percentile ranking?

Yes. There are many different instructional groups (ex. Elementary mathematics teachers, Middle School guidance counselors, High School art teachers etc...). The size of each of the groups is the determining factor of how many teachers in that group are considered eligible at a certain percentile ranking. For example, the Elementary language arts group of teachers is much larger than the High School technology education group of teachers. Therefore, the number of teachers at the 99th percentile in the Elementary language arts group will be significantly higher than the number of teachers at the 99th percentile in the High School technology education group of teachers.

12. Is it possible for one teacher in an instructional group (ex. middle school science) with a high Effectiveness Score to receive the MAP award while another teacher in the same instructional group with the same Effectiveness Score does not?

Yes. While the Effectiveness Score counts for 60% of the overall MAP award determination, the Performance Evaluation Score constitutes the remaining 40%.

13. Is it possible for one teacher in an instructional group (ex. middle school science) with a Performance Evaluation Score of 144 to receive the MAP award while another teacher in the same instructional group with the same performance evaluation score does not?

Yes. While the Performance Evaluation score counts for 40% of the overall MAP award determination, the Effectiveness Score constitutes the remaining 60%.

14. If my Performance Evaluation Score meets the minimum criteria score for my category (example, classroom teacher = 123 or higher) will I automatically receive the MAP award?

No. Remember, the Performance Evaluation Score constitutes only 40% of the overall MAP award determination. There will be high performing (outstanding) personnel who meet the minimum Performance Evaluation Score criteria for their group who will not receive the MAP award based on their Effectiveness Score.

15. If my Effectiveness Score is very high in my instructional group, will I automatically receive the MAP award?

No, Remember the Effectiveness Score constitutes only 60% of the overall MAP award determination. There will be high performing (outstanding) personnel who have very high Effectiveness Scores for their group (ex. middle school science, elementary math, high school social studies, etc....) who will not receive the MAP award based on their Performance Evaluation score.

16. What if I work / have student responsibilities at more than one site?

Personnel with responsibilities at more than one site received an Effectiveness Score for each site and only the highest Effectiveness Score was used for MAP award determination.

17. If I was on leave during the first semester of the 2006-07 school year, am I still eligible to receive the MAP award?

No. Only personnel who were actively employed during the October and February FTE periods are eligible for the MAP award.

18. If I plan on taking a leave during the first semester of the 2007-08 school year will I be eligible to receive the MAP award?

If you qualify for the award, then you will be able to receive the MAP award providing we have a valid mailing address for you. Per the Florida Statute on MAP, employees who remain employed by a Florida public school are eligible to receive the MAP award.

19. How will I be notified if I receive the MAP award?

Due to the Public Records law, we will not publish lists of personnel and their corresponding Evaluation Scores and/or Effectiveness Scores. We are working on a system whereby personnel may access this personal information via the Self Service system on the district's website. **However, due to time constraints, that system may not be operational in time for notification prior to the scheduled MAP payment on or before August 31, 2007. Therefore, the receipt of the MAP award in the form of a pay advice may be the notification for personnel.**

20. How will I be notified of my Percentile Ranking?

We are working on a system whereby personnel may access their personal Percentile Ranking within their instructional groups via the Self Service system on the district's website. **However, due to time constraints, that system may not be operational in time for notification prior to the scheduled MAP payment on or before August 31, 2007.**

21. Who can I speak to if I have questions about my Percentile Ranking within my instructional group?

At this time, your site administrator is the best person for you to speak with regarding your MAP questions. However, please know that a system will be in place in the near future whereby personnel may submit their inquiries in writing. The new system will provide a "MAP Inquiry Form" that will be available to personnel via their IDEAS desktop.