

Human Resources and Employee Relations

To be a World-Class School System it takes a World-Class Team

The e-Newsletter
of the Division of Human Resources
and Employee Relations

HR Times



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Important Dates

August 11, 14 & 15, 2008
Professional Duty Days

August 12 & 13, 2008
District In-Service Days

August 18, 2008
1st Student Day

September 1, 2008
Labor Day
Schools &
District Offices Closed

September 29, 2008
Hurricane Make-Up Day

Important Links

[MAP08 Webpage](#)

Questions or comments?

E-mail us @
marcbm@leeschools.net
or call 461-8441

MAP Implementation

As the new school year rapidly approaches so too does the Merit Award Program determination and award distribution. This event generates numerous questions from teachers regarding the award and the process for its determination. **Here is where I need your help.** As you are aware, many positions from the District office were eliminated this year including the department charged with spearheading the Merit Award Program implementation. This elimination means that we no longer have staff available to answer individual teacher questions. Fortunately most teachers can find the answers they seek on the MAP website. To help maintain quality service while reducing staff, we have continued to develop our HR website to answer most of the common questions including those related to MAP. The link to this website is: <http://hr.leeschools.net/MAP08.htm>. **If a teacher has a question about MAP that you cannot answer, first encourage them to consult this website.** Viewing the video clips and the Q & A will answer the majority of these questions. If after researching the question, they still cannot find the answer they seek, then the principal/assistant principal (and only the principal/assistant principal) should contact the following people depending on the nature of the concern.

Silo questions - Patti Elkin Test questions - Richard Itzen
Other questions - Greg Adkins Evaluation concerns - Evaluating Principal

Additional MAP Items

Below are some additional items about MAP of which you should be made aware:

1. All MAP inquiries from teachers will be directed to either the MAP08 website or the principal.
2. Teacher silo assignment will be in the principal's electronic folder on or before August 8, 2008. Teachers should not call the District looking for their silo assignment since it is available to the school via the mainframe or in the e-file.
3. Subject area silo assignments are available on the web.
4. The MAP award determination process is not subject to grievance.
5. District staff cannot research individual teacher silo rankings or learning gains determination.
6. The award is based on a teacher's rank within his/her silo assignment.
7. Rank in the silo assignment is determined by the gain score (75%) and the principal evaluation (25%).
8. Our tentative date for the MAP pay-out is in September.
9. The MAP award is based on 5% of the average teacher's base salary (\$48,282 196 days/year and 7.5 hours/day for SY 07/08).
10. A points scale will be created to assist teachers with score conversion and help them to understand where they ranked within their silo.
11. A timeline will be developed for the award process.

Teachers should also understand that like STAR, MAP is a competitive award. Many teachers had students with significant learning gains with over half of our schools receiving a rating of A+!! To receive an award the teacher would have to be in the **top 25% of his/her district-wide** silo.