

Strategic Compensation BFK•Award™ Overview

July 28, 2011



What is BFK•Award?



- A solution designed to help districts:
 - Calculate awards
 - Deliver award-related information for strategic compensation programs
- The only web-based solution of its kind
- A solution that can be personalized to align with a district's strategic vision and varying program needs

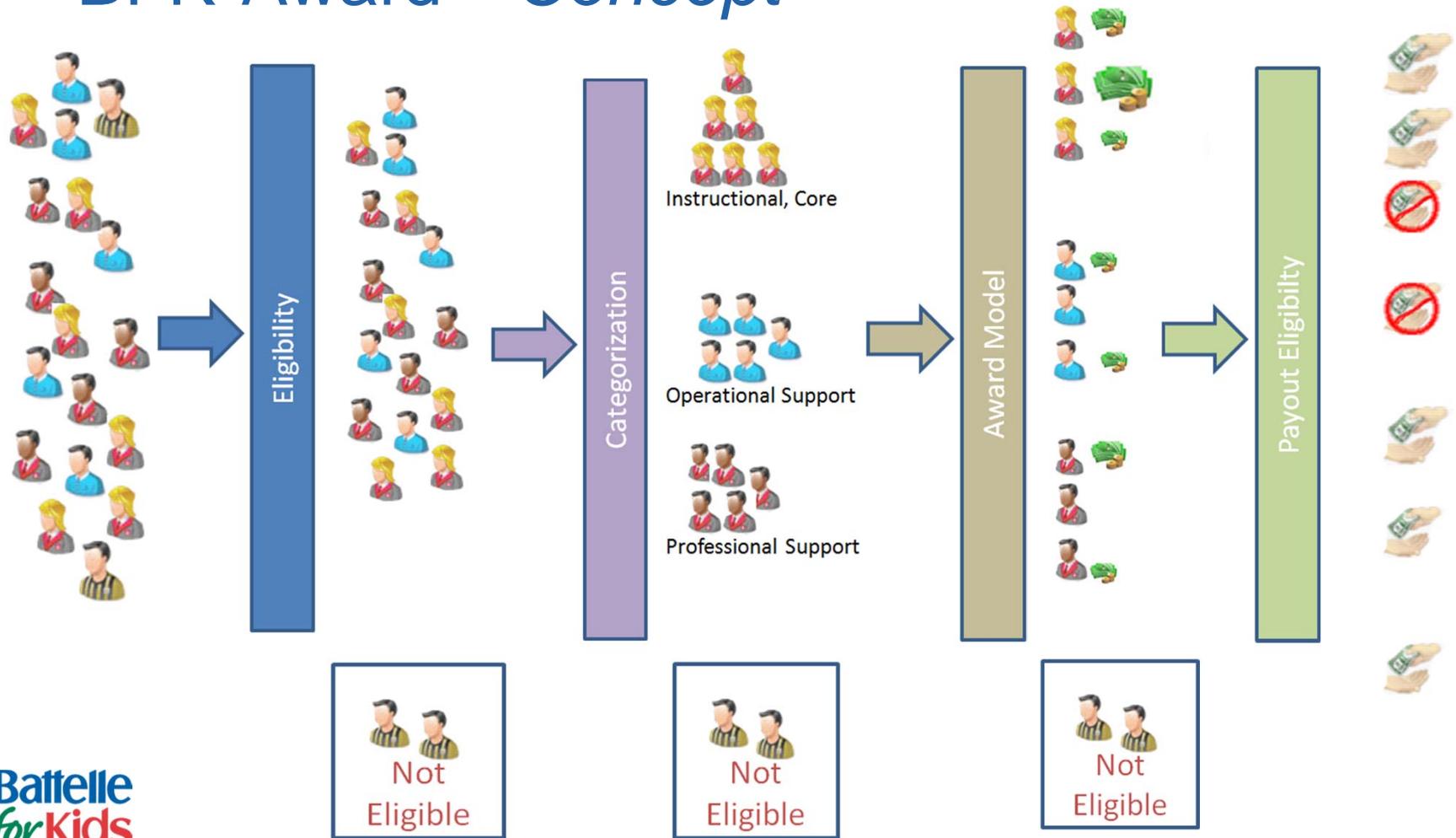
Features of BFK•Award

- Calculation of award amounts
- Visualizes award information for teachers and principals
- Explain eligibility and program requirements
- Allow administrators to correct errors and omissions
- Use of alerts to bring potential issues to attention
- Monitor employee award inquiries and deliver resolutions through our inquiry/response system



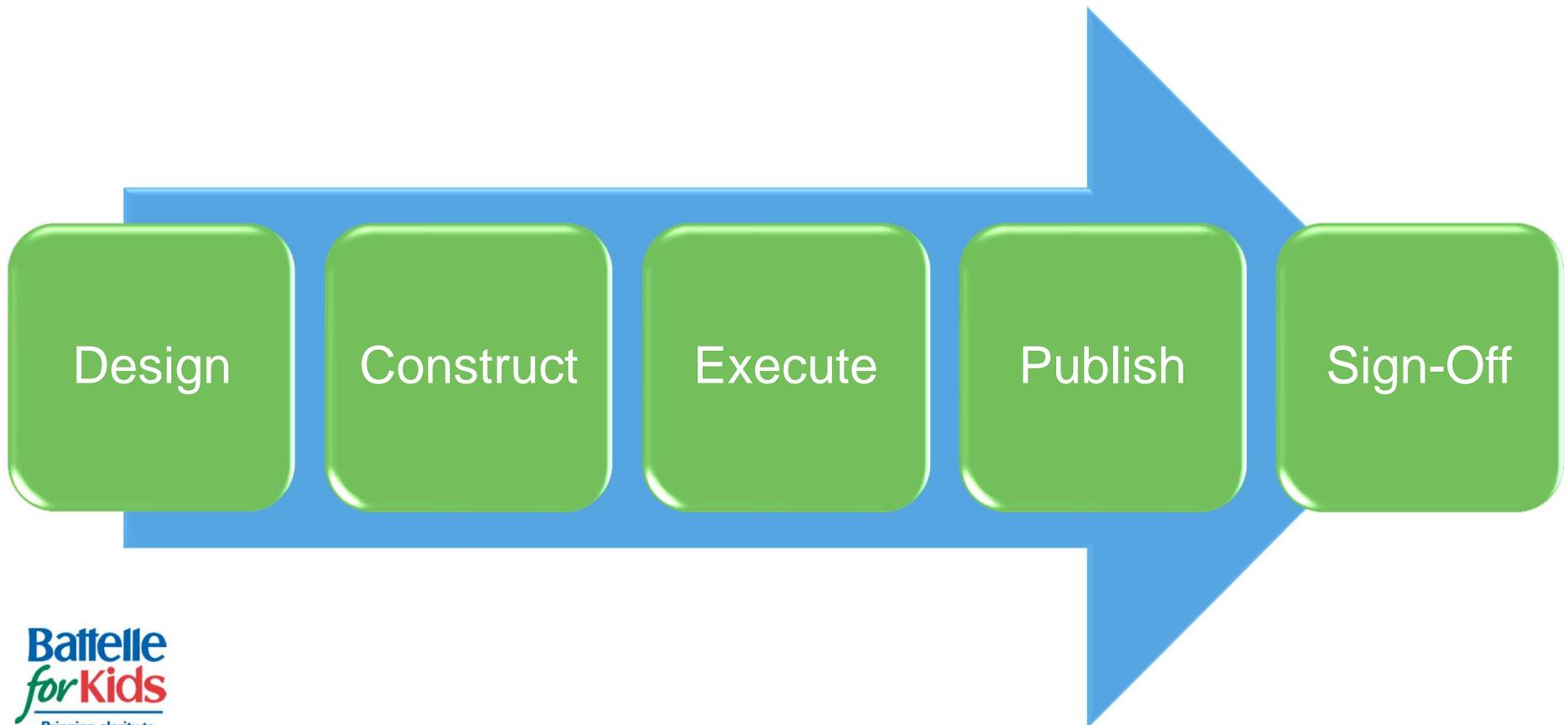
BFK•Award Overview

BFK•Award—Concept





Award Process Overview



Design



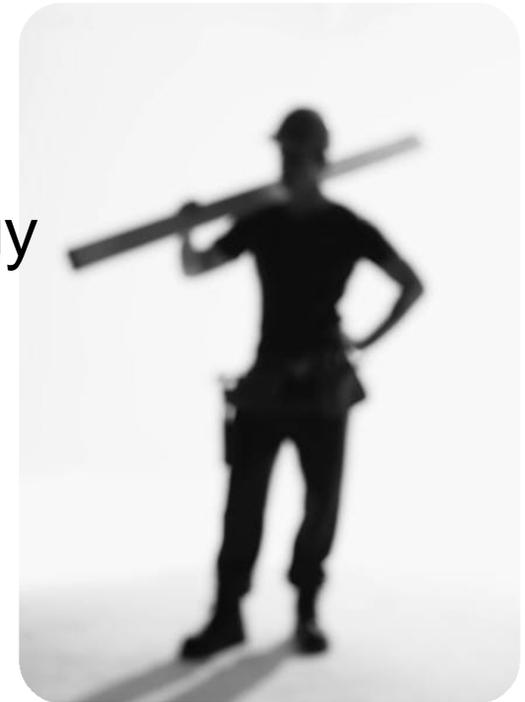
- Define overall goals of Compensation Model
- Identify main components
- Create draft compensation model
 - Eligibility criteria
 - Categorization
 - Award elements
- Consult with BFK to adjust compensation model
- Risk analysis
- Identify and analyze data sources
- Technical feasibility analysis



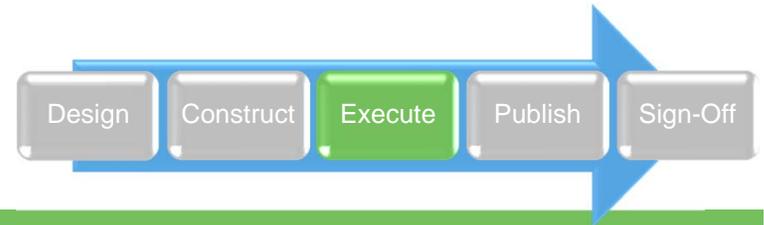
Construct



- Translation of Compensation Model from paper to BFK•Award
- Identification of data collection strategy
 - Identify data sources (e.g. ODE, districts, etc.)
 - Deliver data templates
 - Update system for some data capture
- Configure BFK•Award online portal
 - Update list of buildings, principals and teachers



Execute



Data Processing

- Receive data from districts and Department of Education
- Data Verification
- Load data into system



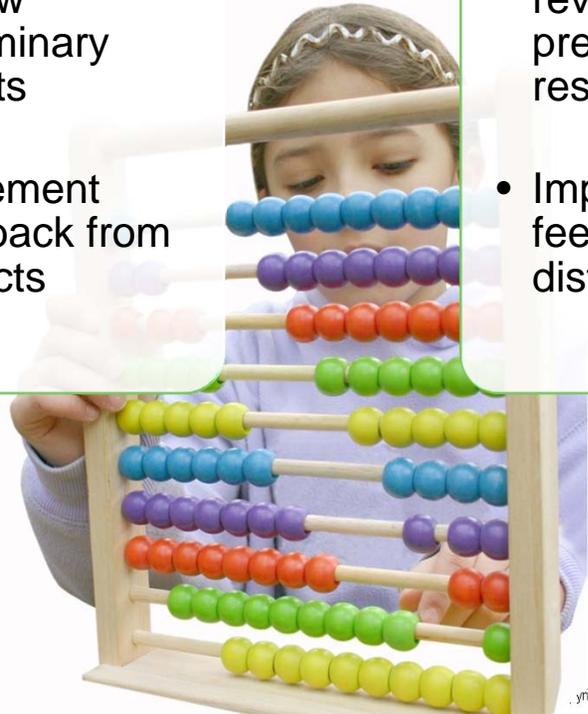
Eligibility and Categorization

- Execute
- District to review preliminary results
- Implement feedback from districts



Award Calculation

- Execute
- Districts to review preliminary results
- Implement feedback from districts

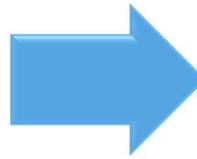


Publish



Eligibility and Categorization

- Publish to principals
- Principals can request overrides
- Publish to teachers
- Teachers provide feedback

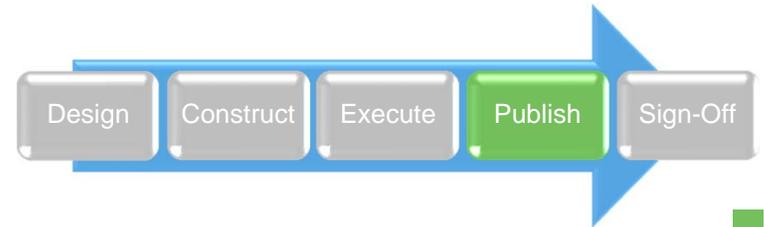


Award Calculation

- Publish to principals
- Principals can request overrides
- Publish to teachers
- Teachers provide feedback



Principal Review



Manage Awards

State: LastName:

District:

Building:

Filter [Reset Filters](#)

Eligible <input checked="" type="checkbox"/> Yes (35) <input checked="" type="checkbox"/> No (8) <input checked="" type="checkbox"/> None (18)	Override Status <input checked="" type="checkbox"/> Approved (0) <input checked="" type="checkbox"/> Pending (0) <input checked="" type="checkbox"/> None (61)	Category <input type="text" value="All"/>
Award Amount \$0 Max 		

Verification:

I have reviewed all staff on my campus and have reported any and all issues found.

Staff Name ▲	Employee Reviewed	Eligible	Override Status	Organization	% Campus	Category	Override Status	Award Amount	Actions
Atkins, Patrick (10078)	N	✓		Bradshaw Elem	100	B		\$0	View Details
Baldwin, Ella (10268)	N	✗		Link Demo District #1	0			\$0	View Details
Barlow, Denise (10003)	N	✓		Bradshaw Elem	100	F		\$0	View Details
Bartlett, Joan (10209)	N	✗		Link Demo District #1	0			\$0	View Details
Blackburn, Erica (10291)	N	✓		Bradshaw Elem	100	B		\$0	View Details
Boyer, Dwight (10194)	N	✓		Bradshaw Elem	100	Q2		\$0	View Details
Brady, Marvin (10005)	N	✓		Bradshaw Elem	100	A2		\$1,500	View Details
Burch, Kathleen (10120)	N	✗		Link Demo District #1	0			\$0	View Details
Clayton, Lloyd (10299)	N	✗		Link Demo District #1	0			\$0	View Details
Conrad, Lance (10111)	N	✓		Bradshaw Elem	100	Q2		\$0	View Details

Principal Overrides



- Provides a way for an administrator to change any eligibility flag or the category for a staff member
- This is a useful way to handle discrepancies filed by staff during the review period
- There is no direct way to override amounts
- Amounts should be supported uniformly across all staff

Teacher View



[My BFK](#) > My Awards

My Awards

- Profile
- Learn
- Linkage
- Awards**
- ePortfolio
- Support

Brady, Marvin (10005)

Award Information

Eligibility: [Details](#)

Categorization: [Details](#)

Bradshaw Elem: A2. Core Teachers - Grades 1-2 (100%)

Award Total Amount: \$1,500.00 [Details](#)

Verification: I have reviewed my tentative award eligibility and categorization and discussed any problems found with my principal for correction.

Previous Award Documents

No Awards documents found

Quick Links

- [View My Award Overview](#)
- [View My Eligibility](#)
- [View My Categorization](#)
- [View My Award Notice](#)

Key Award Periods

- Principal Eligibility and Categorization Review**
10/1/2010 -
Open
- Staff Eligibility and Categorization Review**
10/1/2010 -
Open

Teacher Eligibility



- Review each eligibility flag and the evidence provided for any ineligible flags

Staff Details

 Lyons, Anthony (10118)

Eligibility	Categorization	Award	Source Data
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Rule	Value	Evidence
Submit Question		
 Eligibility Flags		
1. Professional must be employed at campus 90% of the school year.	✓	
2. Professional must be continuously employed at the campus throughout the school year (for 2010, through and including June 4).	✓	
3. Professionals must have a valid certification or license for the position in which they function to be eligible under that category.	✓	
4. Professionals must not be on an administrative leave. Payments will be delayed until there is a satisfactory resolution.		
5. Professionals must be in attendance 95% of the 187 contract days which is nine or fewer days missed. (except for federal, state or district supported leave or in the case of demise)	✗	Evidence
6. The Professional must be at the campus at the time of payment with the exception of a retirement, in district promotion or if displaced by the district for programming needs.	✓	
7. Professionals must be permanent district employees. Allowable exceptions to this rule are retirement notification by May 15 or in district promotion.	✓	
8. Substitutes, including pyramid substitutes, are not eligible for the rewards.	✓	

Teacher Categorization



- Review categorization details
- Categorized as a core 3-5 teacher who teaches science, social studies, math, and reading. Each subject will account for 25% of the total award.

Staff Details

 Lyons, Anthony (10118)

[Eligibility](#) [Categorization](#) [Award](#) [Source Data](#)

[Submit Question](#)

Organization	Category Description	Grade	Subject	Percent	Evidence
Bradshaw Elem	A3. Core Teachers - Grades 3-5			100.00%	Evidence
		3	Science	25.00%	
		3	Social Studies	25.00%	
		3	Math	25.00%	
		3	Reading	25.00%	

[Close](#)

Teacher Award



Battelle for Kids

DRAFT

Brady, Marvin (10005)

Total Award: \$1,500.00

Bradshaw Elem (LD1_103) - Campus %: (100.00%)

Campus Scorecard:

	Reading/ELA	Math	Science	Grade Synergy Bonus
5th	✔			
4th				
3rd	✔			
2nd	✔	✔		✔
1st	✔			
Content Area Synergy Bonus				

Summary

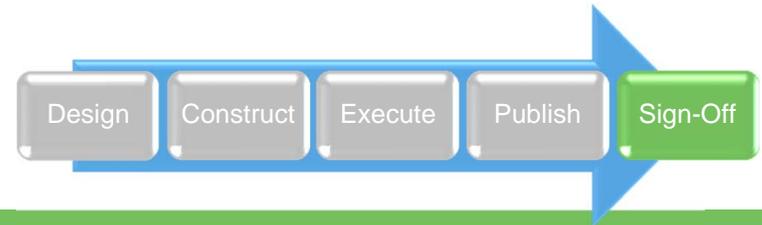
A2. Core Teachers - Grades 1-2

Description	Grade	Content Area	Percent	Max Amount	Award Amount	Total
Reward (Campus - Teacher/Other Staff)			100.00 %	\$2,000.00	\$0.00	
Reading Grade 1 (Individual/Team)	1	Reading	100.00 %	\$1,500.00	\$1,500.00	
Elementary Reading Synergy - 1-2 (vertical)		Reading	100.00 %	\$750.00	\$0.00	
Math Grade 1 (Individual/Team)	1	Math	100.00 %	\$1,500.00	\$0.00	
Elementary Math Synergy - 1-2 (vertical)		Math	100.00 %	\$750.00	\$0.00	
Elementary Science Synergy - 1-2 (vertical)		Science	100.00 %	\$750.00	\$0.00	
1st Grade Synergy (horizontal)	1		100.00 %	\$2,000.00	\$0.00	
Total Category Award					\$1,500.00	

Total Award: \$1,500.00



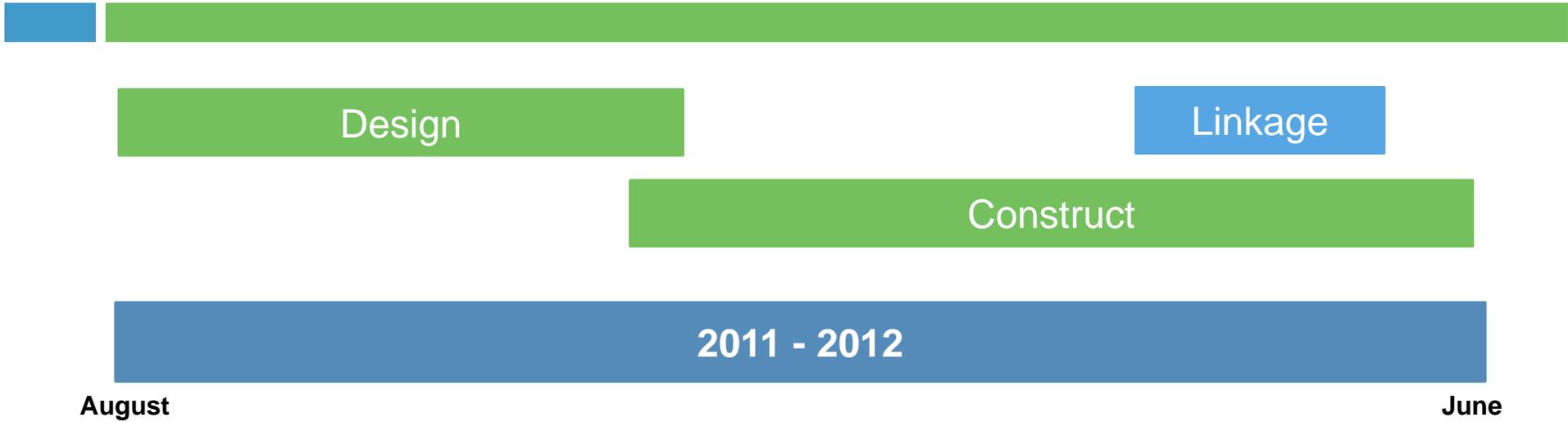
Sign Off



- Prepare final BFK•Award sign-off report
 - Summary of schools, principals and teacher participation
 - Summary payout file that includes total amounts per
 - Building
 - Award element
 - Upon approval of document
 - Districts receive final detailed payout file (secure FTP transfer)
 - Principal and teacher award notices are converted to final



Timeline for School Year 2011-2012



August

June

Execute

Publish

Sign Off



August

December

June



Value-Added Data
Available





Battelle
for **Kids**
Bringing clarity to
school improvement

www.BattelleforKids.org

(614) 481-3141