

# Gold and Silver Awards Program

For Employees of Horry County Schools

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## Guidelines

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The Horry County Board of Education and Horry County Schools initiated a program in 2001 to reward all levels of employees in the school district for their contributions to improving and sustaining students' academic performance. This program, the Gold and Silver Awards Program, is designed to reward excellent school performance and provide an employee incentive to maintain and improve the academic progress that schools are making. The incentive/reward is based on the total school's performance, not the performance of individual employees. The program must be approved each year by the Horry County Board of Education as part of the annual budget.

The awards are given in two parts:

1. One-half of the award is based on State Report Card ratings and uses the State's Palmetto Gold and Silver criteria to determine eligible schools. Schools can earn either Gold or Silver awards.
2. One-half of the award is based on Adequate Yearly Progress reports using subgroup performance in English language arts and mathematics. Schools can earn either Gold or Silver awards.

## Program Description

**REPORT CARD (One-half of award):** The criteria for S.C. Education Oversight Committee's Palmetto Gold and Silver School Awards will be adopted as the criteria to determine those Horry County schools that will be eligible for Gold and Silver awards for qualifying employees. Since the state does not have a Palmetto Gold and Silver award for primary schools, those schools' individual awards will be based on the designation received by the elementary school into which their students feed – provided that the primary school's absolute rating is equal to or higher than the elementary school's absolute rating.

**AYP PORTION (One-half of award):** Beginning in 2004-05, an expanded program created a matching AYP Gold and Silver awards program based on the school's performance on the Adequate Yearly Progress (AYP) report, as described below:

- Gold/Silver AYP awards would be based on school performance by subgroups, with incentives going to individuals who work in those schools using the same individual qualifying criteria as current Gold and Silver awards that are based on Report Card ratings.
- The awards in grades 3-8 would be based only on the AYP student performance objectives on ELA and Math (not percent tested, attendance, etc.).
- The awards in grades primary schools would be based only on the AYP status of the elementary school into which each feeds
- The awards in grades 9-12 would be based only on the AYP student performance objectives on ELA and Math and graduation rate (not percent tested, attendance, etc.).
- Career centers/academies do not have AYP ratings based on student performance objectives, and would not be eligible for AYP awards.

- Schools would have 10-12 objectives for the following subgroups' performance:
  1. All students ELA
  2. All student Math
  3. White students ELA
  4. White students Math
  5. Subsidized meals students ELA
  6. Subsidized meals students Math
  7. African-American students ELA
  8. African-American students Math
  9. Disabled students ELA
  10. Disabled students Math
  11. Hispanic students ELA
  12. Hispanic students Math
  13. (HS only) Graduation rate all students
- Leveling the playing field: Any of the above subgroups would be used to determine Gold/Silver as long as the State AYP report on a school includes data on the percentage of students who met proficiency in that group – regardless of whether the group had a sufficient “n” count used in No Child Left Behind AYP. This means that schools with 10-15 students in a subgroup would be treated the same as schools with more than 40 or 50 students.

AYP Gold	AYP Silver
Schools meet 100% or more of student performance objectives as listed above	Schools meet 90% or more of student performance objectives as listed above

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### **Qualifiers to receive Horry County Schools Gold and Silver Awards**

All qualifying employees, professional and support staff, of Palmetto Gold schools will receive Horry County Schools' Gold monetary award. All employees of Palmetto Silver schools will be eligible for Horry County Schools' Silver monetary award. The qualifying conditions are outlined later in this document. Those persons who are considered to be district office employees, adult education employees, and alternative schools' employees will be eligible for the same monetary award as school level employees if the school district is a Gold or Silver district (using the state's criteria).

Qualifying employees will receive a monetary award, paid in one check, after the state releases the school and district ratings and the AYP performance for the prior year. Gold and Silver monetary awards are subject to state and federal withholdings.

1. All employees must have received a successful evaluation rating on their most recent evaluation as determined by the administration.
2. Employees must have been employed by the school that receives the Gold or Silver designation during the year of qualification, and also work in the school or school district during the year of the reward's presentation. An exception to the requirement that employees remain during the year of the award's presentation is:

- Employees who retire from the district at the end of the year in which the school qualifies as Palmetto Gold or Palmetto Silver school
3. Employees must have worked at least one semester plus one day during the year of qualification. Employees whose contract is for more than 90 days, but less than 190, will receive a pro-rata portion based on their length of employment.
  4. Employees who work less than 1.0 FTE at a school that wins a Gold or Silver Award will be given an award that represents a pro-rata portion based on their assignment/location.
  5. The following employees will be considered District Level employees for Gold and Silver award purposes, and will be eligible for Gold and Silver awards based on the school district's designation using EOC criteria:
    - All District Office personnel
    - All employees whose work assignments are based out of the District Office (including full time bus driver substitutes)
    - Adult education and alternative schools employees
    - Early College, Scholars Academy, Connect staff members

**Individual cash awards**

*The amount of the cash awards is set each year, based on the level of funding for the program.*

**Gold Individual Award**

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Teachers/professional staff ..... Full award  
 Support staff: ..... 40% of full award

**Silver Individual Award**

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Teachers/professional staff ..... 75% of Gold full award  
 Support staff ..... 40% of Silver Award for teachers

## **Special Gold and Silver Awards Guidelines By Employee Groups**

The following are additional guidelines for various classifications of employees to be added to the qualifiers for employees for Horry County Schools Gold and Silver awards:

### **Bus Drivers**

- Awards for bus drivers are divided into 2 equal parts - driving and mid-day portions.
- The driving portion of the award will be pro-rated, based on the number of schools for which a driver delivers students. For example if a driver drives for 5 schools and 3 of the schools were award winners, the driver will be entitled to 3/5 (or 60%) of the maximum driving award portion. If the driver drove for only one school and that school was an award winner, the driver would receive the maximum driving award portion. The career centers and the Academy are not included as a location in the calculation of the number of schools driven by a bus driver.
- If a driver for an award-winning school is assigned to a mid-day job at only one school and the school won the Gold or Silver award, the driver would win the same award as other support staff members at the winning school. If the driver's mid-day position was at more than one school, the portion of the mid-day award will be pro-rated for the amount of time working at the winning location.
- If a full time employee (in a position other than bus driver or mid-day) qualifies for an award based on their full time position, there will be no additional awards given for bus driving.
- The bus supervisors will be considered employees of the high school in their attendance area for purposes of the Gold or Silver award.

### **Hearing/Visually Impaired Personnel**

**ESL Teachers**

**PT/OT/PTA/OTA**

**Special Education Learning Specialists Assigned to Schools**

**Gifted and Talented Teachers**

**Speech Clinicians**

Employees in the categories listed above are eligible to receive the Gold and Silver awards. The district-level director in their program area will submit a list of the employees who are assigned to a school or assigned to work w/students at any Gold or Silver award winning schools. A pro-rated award will be given based on the employee's work assignment at the winning schools.

## **Contracted Employees**

Persons who are filling a position with Horry County Schools through contracted services with an outside company are not eligible for the Gold and Silver award unless the contract between the company and Horry County Schools has a clause that specifies that contracted employees with that company are to be eligible for such a reward.

## **Substitutes**

Substitutes are not eligible for the Gold and Silver awards.