

# Uwharrie Charter Academy

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## Teacher Growth Recognition and Bonus Policy

(EVAAS Exceeding Growth Recognition)

### I. Purpose

The purpose of this policy is to recognize and reward teachers at Uwharrie Charter Academy (UCA) who demonstrate exceptional student growth as measured by the Education Value-Added Assessment System (EVAAS). UCA values instructional excellence and seeks to honor teachers whose students exceed expected academic growth.

### II. Background

Under North Carolina Allotment Policy – PRC 0048 (Teacher Performance Bonus) and PRC 0046 (Third Grade Teacher Bonus), the State provides performance-based bonuses to teachers who rank in the top twenty-five percent (25%) of teachers based on EVAAS student growth index scores.

These bonuses apply to:

- Fourth and Fifth Grade Reading Teachers
- Fourth through Eighth Grade Math Teachers
- Third Grade Reading Teachers (under PRC 0046)

Qualifying teachers may receive:

- \$2,000 for being in the top 25% of teachers statewide, and/or
- \$2,000 for being in the top 25% of teachers within their Local Education Agency (LEA).

Teachers may qualify for both state and LEA bonuses, subject to state funding limits.

### III. Charter School Funding Limitation

Unlike traditional public school districts, North Carolina charter schools do not receive the LEA-level allocations for the Teacher Performance Bonus program under PRC 0048.

As a result, charter schools do not receive the LEA funding component that is distributed to traditional school districts to reward the top 25% of teachers within the LEA.

### IV. Uwharrie Charter Academy Commitment

As long as the State of North Carolina continues to provide teacher recognition through EVAAS growth-based performance programs, Uwharrie Charter Academy will honor and recognize its teachers using the same or similar measures of student academic growth.

Although UCA does not receive the LEA allotment for teacher performance bonuses, the school recognizes the importance of celebrating and rewarding instructional excellence.

Therefore, Uwharrie Charter Academy will provide the equivalent of the LEA-level bonus to eligible teachers in End-of-Grade (EOG) and End-of-Course (EOC) tested subject areas whose EVAAS data indicates that they exceeded expected growth.

Eligible tested areas include subjects that generate EVAAS growth data through North Carolina EOG or EOC assessments, including but not limited to reading, mathematics, and other tested courses as determined by the North Carolina Department of Public Instruction.

Teachers who qualify may receive:

- State-funded EVAAS bonuses when applicable, and
- A locally funded LEA-equivalent bonus provided by UCA for those who exceed growth or qualify within the top 25% according to EVAAS data.

#### **V. Bonus Parameters**

1. Bonuses may be awarded to teachers whose EVAAS data demonstrates exceeding expected growth or top-quartile performance consistent with the criteria outlined in the North Carolina EVAAS reporting system.
2. Teachers in EOG/EOC tested areas who exceed EVAAS growth expectations may receive the LEA-equivalent bonus funded by UCA, in recognition of their instructional impact.
3. The amount of the locally funded LEA-equivalent bonus shall align with the state bonus structure when feasible and may include \$2,000 for qualifying teachers, subject to available funds.
4. The total bonus allocation shall not exceed \$5,000 per State-funded teacher or instructional support position, consistent with state bonus allocation guidelines.
5. Bonus eligibility shall be determined using official EVAAS growth data from the previous academic year.

#### **VI. Funding**

Any bonuses awarded under this policy shall be funded through local, grant, or discretionary funds available to the school and are not guaranteed annually.

#### **VII. Administration**

The Superintendent or designee shall:

- Review EVAAS growth reports annually
- Identify eligible teachers
- Determine qualifying EOG/EOC tested areas
- Present recommended recognition or bonus allocations to the Board of Directors for approval when applicable.

#### **VIII. Policy Review**

This policy shall be reviewed periodically to ensure alignment with North Carolina Department of Public Instruction (NCDPI) allotment policies and EVAAS reporting practices.