# Effective Teachers in High Poverty Schools (ETHPS)

## Frequently Asked Questions

### Teachers

If you have questions regarding the **ETHPS**, you may find these commonly asked questions and answers designed for the Teacher helpful. **Use the "Ctrl+F" to search specific words or phrases.** If your question is not answered below, please contact the Program Specialist by email at tssp@schools.utah.gov.

1. **Where and when may I apply?** The application is submitted on behalf of an eligible teacher by the employing local education agency (LEA). Please work with your Human Resource Department to determine if your LEA participates in this salary bonus and if you might be eligible.

2. **How do I qualify for the ETHPS Bonus?** A teacher may qualify for this bonus if:
   - Employing LEA participates, **and**
   - Employed at a high poverty school a full school year before the year you are considered eligible, **and**
   - Have a median growth percentile (MGP) of 70 or higher for subjects (language arts, math, or science) which a standards assessment is administered from two years prior, **or**
   - Teach grades Kindergarten, 1, 2, or 3 and achieve 85% of students whose progress is assessed as typical or better from two years prior.

   For example, an educator who taught 6th grade in the 2020-2021 school year, had an 87% MGP in Science from the 2018-19 school year, and taught at East Midvale Elementary, which had 77% of the students eligible for free and reduced lunch in the 2020-2021 school year. This educator would be eligible for this bonus. If the MGPs for the subject areas were below 70 **and/or** the school had a 69% eligibility for free and reduced lunch, this educator would not qualify. Also, if an educator does qualify, but the LEA where this educator works decides not to participate in this program, then no bonus would be awarded as an LEA match is required.

3. **What state assessments are used to determine eligibility?** The subject area assessments used to determine eligibility are Language Arts, Mathematics, Science, RISE, and Acadience for grades K-3.

4. **Am I able to receive this bonus every year?** Yes, it is possible to receive this bonus every year if your LEA continues to participate, applies for this bonus on your behalf, and you meet the qualifications.

5. **Where may I find information about the ETHPS bonus?** You may go to the Utah State Legislature website to view the *Utah Code 53F-2-513* as well as the *Utah State Board of Education (USBE) Administrative Rules* for the governing rules for this bonus. Amendments in *House Bill 107* during the 2020 General Session added educators who teach grades 1-3 and increased the total bonus to $7,000. During the 2022 General Session, amendments in *House Bill 315* clarified that special education teachers are eligible for the ETHPS bonus, added educators who teach Kindergarten, and allows for a partial payment based on the number of hours an eligible teacher works in a classroom assignment.

6. **How is the ETHPS bonus distributed?** A USBE-certified list of eligible teachers is provided to the State Division of Finance for payment through a monthly allotment to participating LEAs. USBE and the LEA each pay half of the bonus award. The *EHTPS Bonus* amount (up to $7000) is what the educator receives in their payroll before applicable taxes or deductions. The employer paid *Benefit* amount is the *EHTPS Bonus x Utah's Benefit Rate* (0.0765), which includes Medicare and Social Security. This Benefit money is designated to cover the employer-paid benefit portion so that the LEA does not have to find or be charged additional money when an educator participates in the program. Awards to ETHPS applicants are entirely dependent on continued legislative funding and authorization. No applicant has any guarantee of continued participation in the program.

7. **What would be the responsibilities of the LEA?** Participating LEAs are required to:
   - Apply annually on behalf of eligible teachers
   - Determine which schools and educators are eligible

- Notify teachers of their MGP and how it is calculated
- Verify assurances with USBE to pay half of the bonus and benefit amounts to the eligible teacher, and
- Submit a list of eligible schools and educators to USBE for final approval

8. **How is MGP determined to calculate the bonus?** The MGP is determined at a teacher level by combining all the tests in a single subject (language arts, math, or science) from two years prior and then finding the median growth score. For example, the bonus in 2020-21 was based on tests from the 2018-19 school year. Each student is given a growth score based on their previous year tests (2018-19) and the following year tests (2019-20). The median of this growth is used for this program. The students must be enrolled with the same teacher for a full academic year (160+ days) in the following school year to be counted. In addition, the educator must be in a classroom teaching position the school year the bonus is awarded.

   Student absences are not considered in this rule as well as those who may move from class to class during the school year based on student information data that an LEA submits to USBE at the end of the school year.

9. **Will data from the 2019-2020 school year be used?** No. Due to the cancelation of testing at the end of that school year because of the pandemic, there is no testing data. The legislature and USBE made an exception for this situation by adjusting the Utah Code and Board Rule to allow the data from 2018-19 to be used again for the 2021-2022 school year calculations of the bonus.

10. **How will the calculation work if a student has been moving between online and in-person instruction?** The form of instruction, whether it be online or in-person, does not factor into the calculations for this bonus.

11. **How does USBE determine eligible teachers?** The rules to determine eligible teachers are:
    - Students must be at the school for a full academic year (160+ days)
    - Students must be eligible to be included in the accountability report.
    - Students must be eligible for the F&RL program.

    Factors that might contribute to a lower test score for a teacher is if the tests were not matched correctly to the teacher and/or if the student was not registered (coded) correctly for participation in the teacher's class in the LEA's student information system. USBE has no way of determining these factors as it relies on the LEAs to correctly input this data.

12. **How is a school determined to be "high poverty"?** A "high poverty" school is determined based on the previous year's October 1 counts of the student body who qualify for F&RL submitted to USBE through UTREx by the LEAs. The *Intergenerational Poverty (IGP) report* is also used to identify "high poverty" schools.

13. **How does USBE determine eligible schools?** The rule calls for eligible schools to have an F&RL count greater than 70% of the student body or 20% IGP.