



EPIC
**Teacher and School
Leader (TSL) Grant**
US Department of Education

Federal Grant Definitions

- 1. Educator:** A teacher, principal, or other school leader.
- 2. School Leader:** A principal, assistant principal, or other individual who is: 1) An employee or officer of a school; and 2) Responsible for the daily instructional leadership and managerial operations in the elementary or secondary school building.
- 3. Performance-Based Compensation System (PBCS):** a system of compensation for teachers, principals, or other school leaders that—A. Differentiates levels of compensation based in part on measurable increases in student academic achievement; and B. May include— 1. Differentiated levels of compensation, which may include bonus pay, based on employment responsibilities and success of effective teachers, principals, or other school leaders in hard-to-staff schools or high-need subject areas; and 2. Recognition of the skills and knowledge of teachers, principals, or other school leaders as demonstrated through--1. Successful fulfillment of additional responsibilities or job functions, such as teacher leadership roles; and 2. Evidence of professional achievement and mastery of content knowledge and superior teaching and leadership skills.
- 4. North Carolina Educator Effectiveness System (NCEES):** The NCEES system includes the professional standards and evaluation processes associated with every educator in North Carolina. The NCEES system is built on professional standards for individuals who work in the State’s public schools. Each set of standards captures the skills, knowledge, and behaviors that should be displayed by individuals in that specific role.
- 5. Educator Value-Added Assessment Center (EVAAS):** EVAAS is a web-based school improvement tool for educators that contains value-added reports. Value-added reports provide reliable measures of the academic progress a group of students has made, on average, in a tested grade and subject or course. Achievement measures, such as test scores or the percentage of students who tested proficient or above, indicate where students performed academically at a single point in time. Growth measures indicate how much progress the students have made, as a group, over time.
- 6. ESSA Accountability School Performance Grade:** All public and charter schools in North Carolina receive an A-F letter grade. The School Performance Grades are based 80% on the school’s achievement score (calculated using a composite method based on the sum of points earned by a school on all of the indicators measured for that school) and 20% on students’ academic growth (compares the actual performance of the school’s students to their expected performance based on their prior testing performance).
- 7. Effective Teacher:** A teacher who scores at least “Proficient” on Standard IV of the NCEES Summative and, if the teacher has EVAAS data (EOC/EOG) that is calculated in the NC ESSA

Accountability School Performance Grade, the teacher must also “Meet Growth” or “Exceed Growth” for EVAAS student growth data.

- 8. Highly Effective Teacher:** A teacher who scores at least “Accomplished” on Standard IV of the NCEES Summative and, if the teacher has EVAAS data (EOC/EOG) that is calculated in the NC ESSA Accountability School Performance Grade, the teacher must also “Exceed Growth” for EVAAS student growth data.