

Planning for Teacher Incentives: Guidance for Competitive Supplemental Fund, Teacher Incentive Fund and Innovation Acceleration Fund

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Equitable Distribution of Effective Teachers and Principals

- Required by U. S. Department of Education
 - Race for the Top
 - State Fiscal Stabilization Fund
 - No Child Left Behind: Tennessee Teacher Equity Plan
 - Reauthorization of the Elementary and Secondary Act of 1965 (ESEA)
- Strategies to Improve Equitable Distribution of Effective Teachers
 - Teacher Effectiveness Data
 - TELL Tennessee Survey
 - **Performance-Based Compensation Systems**

Strategy: Educator Compensation Reform

New Compensation Systems Based on Differentiated Roles/Performance

- Grants : To develop and implement performance-based compensations systems
 - First to the Top (FTTT) Competitive Supplemental Fund (CSF)
 - \$1.5 Million
 - First to the Top (FTTT) Innovation Acceleration Fund (IAF)
 - \$12.0 Million
 - Teacher Incentive Fund (TIF)
 - \$36.0 Million
- Coordination of CSF/TIF/IAF
- Professional Development
- Meetings
- Technical Assistance
- Combining Funds
- Fiscal Procedures

Grants: Performance-Based Compensation Systems

- These grant programs are designed
 - To raise student learning
 - By encouraging, guiding, and rewarding educator effectiveness and
 - By addressing challenges in the recruitment and retention of highly effective educators.
- The expectation is that these performance-based compensation systems become **sustainable**
 - Through district and other resources by the end of the grant

Competitive Supplemental Fund (CSF)

- 1.5 million FTTT funding over four years for innovation in compensation/school turnaround: 28 eligible districts
- Year 1: \$300,00 for compensation reform planning
- Six Districts: \$50,000 Awards to plan new compensation
 - Bradford SSD
 - Hollow-Rock Bruceton
 - Lexington City
 - South Carroll
 - Trousdale
 - Dayton City
- May be combined with TIF and/or IAF funding
 - Use to plan for TIF/IAF

CSF Planning Year

- Communication strategy
- Professional development about strategic compensation
 - On-line courses
 - Consultant to facilitate discussion around compensation reform
 - Participation in meetings with TIF districts
- Involvement of broad representation of stakeholders in design team
 - Design performance-based compensation system
 - Bonus awards
 - Recruitment and retention incentives
 - Discussion of using new TN teacher/principal evaluation
- Analysis of data-management system's capacity
- Discussion of financial sustainability
- Design of evaluation for new compensation system

Teacher Incentive Fund (TIF)

- \$36 million Federal grant to TN
 - Plan and Implement Performance-Based Compensation Systems in participating schools
 - 14 districts
 - 100 schools
- Oneida SSD
McMinn County
MNPS
Bradford SSD
Hamilton County
Hollow-Rock Bruceton
Knox County
Lebanon SSD
Lexington City
Scott County
Shelby County
Tipton County
Putnam County

TIF: Overview

1. Planning period during 2010-11 school year
2. Stakeholder engagement and buy-in (e.g., school board, teacher association, principal, teachers, etc.)
 - Voluntary participation
3. Design elements of incentive system
 - Bonus awards for teachers and principals
 - Unit of accountability in PerformanceBased Compensation System (PBCS)
 - Minimum of \$1,500 and maximum of \$10,000.
 - Differentiate award amounts by level of educator performance.
 - Combine individual and team (department/grade level), and/or school performance.
 - Performance measures
 - Application of new TN teacher/principal evaluation
4. Participation in state TIF evaluation activities
5. Sustaining reform if proven to be effective

Core Elements of TIF Planning Period

- LEAs work with school personnel and unions on Performance Based Compensation System (PBCS) design.
- Effectively communicate to school personnel, unions, and community about PBCS.
- Ensure ongoing involvement and support of school personnel and unions.
- Develop rigorous, transparent, and fair evaluation systems for teachers and principals
 - Discussion of using new TN teacher/principal evaluation
- Develop data-management system that links student achievement data to teacher and principal payroll and human resources systems.
- Ensure teachers and principals understand the measures by which they are evaluated and are given professional development to use measures to improve practice.

TIF Resources for Planning

- Communications and information delivery
 - Series of on-line strategic compensation courses
 - Four in-person meetings this year for TIF participants
 - Best practices, program development, sharing information
- Local needs assessments/inspections to identify where TIF districts/schools are and where they need to be to implement PBCS
 - Data management systems capacity
 - Professional development (PD) for educators
- Funding to develop performance-oriented management information systems
- Funding for consultant to facilitate design-team work

Next Steps for TIF LEAs/Schools

- Form design team
 - Involve multiple members of LEA/school community
 - Engage consultant to facilitate
 - Discuss elements of incentive system
 - Size of bonus award payments
 - Unit of accountability (individual/team)
 - Recruiting and retention incentives
 - Performance measures
 - Identify representatives to attend TIF meeting
- Communicate broadly
 - Inform educators and school community about PBCS
 - Stakeholders
 - School board
 - Teacher association
 - Principal
 - Teachers
- Assess data system and PD needs

Innovation Acceleration Fund (IAF)

- \$12 Million FTTT funding
- Four year Discretionary Grants
- Design/implement sustainable district-wide compensation systems based upon alternative salary schedules
- Awards
 - To 3-5 districts (estimated)
 - Up to \$4 million(estimated) -depending on teacher count
 - Planning: Design new salary schedule
 - Implementation
 - Continuous funding if approved annual progress report
- Requirements
 - Alternative salary schedule -performance-based /district-wide
 - Agreement of local teachers association- by end of planning period
 - Sustainability after FTTT funding stops

IAF Grant Timeline

- Oct. 25, 2010 Announcement of IAF Grant
- Nov.1, 2010 Dissemination of Applications
- Nov.24, 2010 Application Submission Deadline
- Dec. 13, 2010 Announcement of IAF Grantees
- Jan.– May 2011 IAF Planning Period
- Early June 2011 District Design Plans to TDE
- Late June 2011 TDE Review of Design Plans
- Mid-July 2011 District Design Plans Complete
- Aug./Sept. 2011 Implementation of New Compensation System
- May/June 2012 Progress Report to TDE

IAF Awards

LEA Size	Student Count	Award: Planning Period
1	0-1,000	\$25,000
2	1,001-5,000	\$50,000
3	5,001- 35,000	\$100,000
4	35,001 - 100,000+	\$150,000
LEA Size	Student Count	Award: First Year of Implementation (Suggested Levels)*
1	0-1,000	\$100,000
2	1,001-5,000	\$350,000
3	5,001- 35,000	\$1,000,000
4	35,001 - 100,000+	\$1,500,000

IAF Competition Priorities

- Performance based compensation for effective teachers and principals
 - Rewards, at differentiated levels, effective teachers and principals
 - Uses multi-dimensional measure of effectiveness to evaluate educators
 - Results in the following, based on identified needs of district
 - Increased student achievement and educator effectiveness
 - Increased teacher/principal recruitment and retention rates in high needs schools and hard to staff subjects
 - Improvement in the equitable distribution of effective teachers and principals

IAF Competition Priorities (cont.)

- Fiscal sustainability of the new compensation system
 - Sustainability plan shows increasing use of non-IAF dollars by Year 3 of participation
- Use of data and evaluations for professional development and retention and tenure decisions in the district
- Innovation in developing alternative salary schedules
 - Proposes alternative salary schedule using performance-based compensation
 - Provides incentives (financial and/or working conditions improvements focused on supporting teachers) for educators based on differentiated levels of effectiveness
 - District –wide plan incorporating various funding sources and types of compensation and addressing sustainability

IAF Competition Priorities (cont.)

- Focus on increased recruitment and strategies to retain effective teachers to serve high-need students and in hard-to-staff subjects
 - Provides *financial* recruiting/retention incentives
 - Provides *working conditions improvements* recruiting/retention incentives, for example:
 - Professional development: coaching, mentoring, attending subject area networks/trainings
 - Differentiated roles and responsibilities, including teacher leadership opportunities
 - Beginning teacher advisor/mentor
 - Instructional supplies and equipment
 - Assistance with clerical tasks such as copying
 - Other improvements to support teachers

IAF Competition Priorities (Cont.)

- Planning Period steps
 - Communication strategy
 - Professional development and technical assistance activities
 - Involvement of broad representation of stakeholders
 - Discussion of using new teacher/principal evaluation
 - Analysis of data-management system's capacity
 - Design of an evaluation plan for the new compensation system
 - Sustainability mechanism

Questions?

- Questions about CSF/TIF/IAF?
- For further information, please e-mail Betty Cochran @ betty.cochran@tn.gov