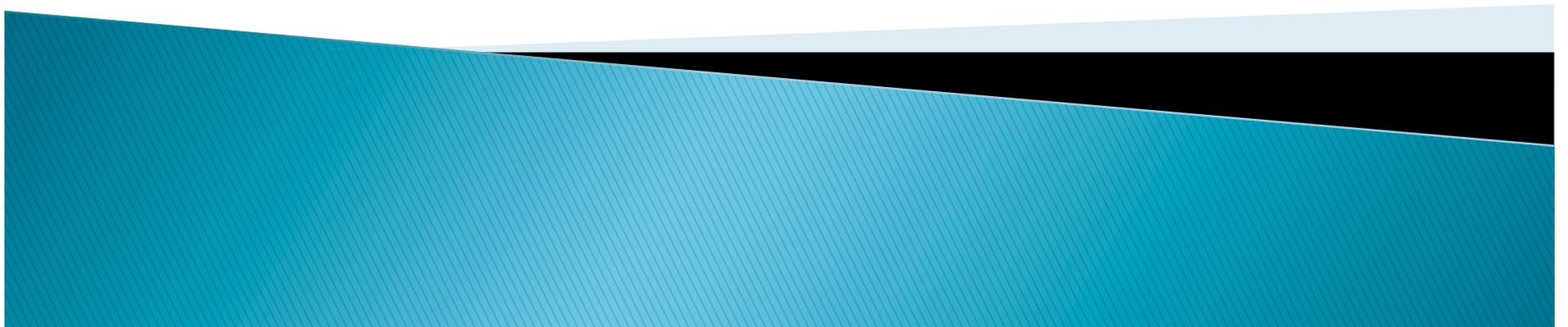


Teacher Incentive Fund

Weld Re-8 School District, Colorado
November 2006–October 2011

\$3,670,133 over five years



District Demographics

- ▶ Semi-rural, 104 square miles including 4 communities
- ▶ City of Fort Lupton has population of 7500
- ▶ 2400 students PK-12
 - 64% Hispanic; 41% ELL; 63% FRL
- ▶ 4 schools in town: 2 elementary, 1 middle, 1 high
 - One K-8 Core Knowledge magnet program in its own building (10 miles from city)



TIF Program Components

- ▶ Annual bonus based on growth in state test scores
 - Used for 3 years
 - School-wide, same amount for all instructional staff
- ▶ Voluntary Incentive Paths
 - 3 ways for individual teachers/teams to earn \$1000
 - Meeting goals for student achievement or targets in School/District Improvement Plan



Evaluation Component

- ▶ Expectations written into grant proposal
- ▶ External Evaluator
 - Ongoing relationship with district
 - Professional Grant Writer / Evaluator of Federal Programs



Role of Evaluator

- ▶ Wrote Grant Proposal
- ▶ Produced Implementation Index
 - Used in quarterly Self-Evaluations for CECR
- ▶ Assists with APR and APR Update
- ▶ General resource person



Evaluation Design

- ▶ Data Collection
 - Training evaluations
 - Formative and Year-end Surveys
 - Staff, principals, parents, community
 - Focus Groups
- ▶ Documentation procedures
 - Student/Teacher Records
- ▶ Anecdotal Instruments
- ▶ Annual Report



Annual Evaluation Report

- ▶ Reports on Data Collected
- ▶ Survey Analysis
- ▶ Implementation and Performance data
 - Are we on track?
 - Commendations/Recommendations



Contact us:

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