



TIF-LEAP

Professional Development

Charlotte-Mecklenburg Schools

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TIF-LEAP Goals

1. Increase the number of **highly effective** teachers and principals to levels that allow for expansion, evaluation, and sustainability of a district-wide, achievement-focused compensation system.
3. Create a **differentiated compensation system** for teachers and principals that provides differentiated levels of pay based on **student achievement gains** and **teacher/principal evaluations**, including multiple observations.
5. Support the **recruitment** and **retention** of qualified teachers and principals in hard-to-staff schools and subjects.
4. Align and improve **support systems** to achieve these goals.

Year I Focus: *Setting the Stage*

- Introduce compensation reform as part of comprehensive, systematic district reform
- Change incentive conversation by tying educator pay to measurable student learning
- Create a framework for broad stakeholder support and collaboration
- Provide program information and build awareness

Year 2 Focus: *Implementing SLOs*

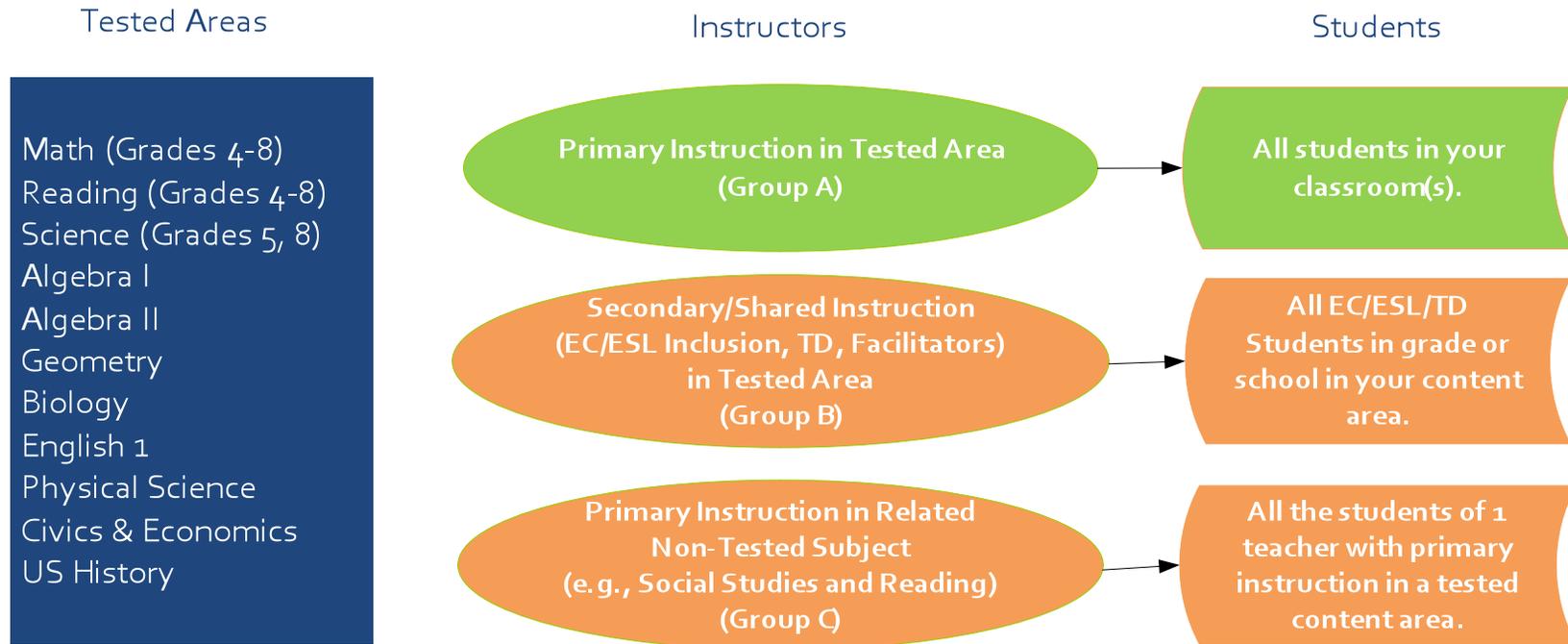
- Align with district Strategic Plan 2010
- Recognize departmental interdependence
- Include more than teachers with state tests
- Increase teachers' capacity and improve instructional effectiveness
- Provide site-based support
- PD/Leadership Stipends

Student Learning Objective Form

Year 3 Focus: *Adding Growth Measure*

- Align with district Strategic Plan 2014
- Explain district-developed model
- Identify and inform eligible teachers
- Verify student rosters
- Calculate value-added growth
- Provide individual and school reports

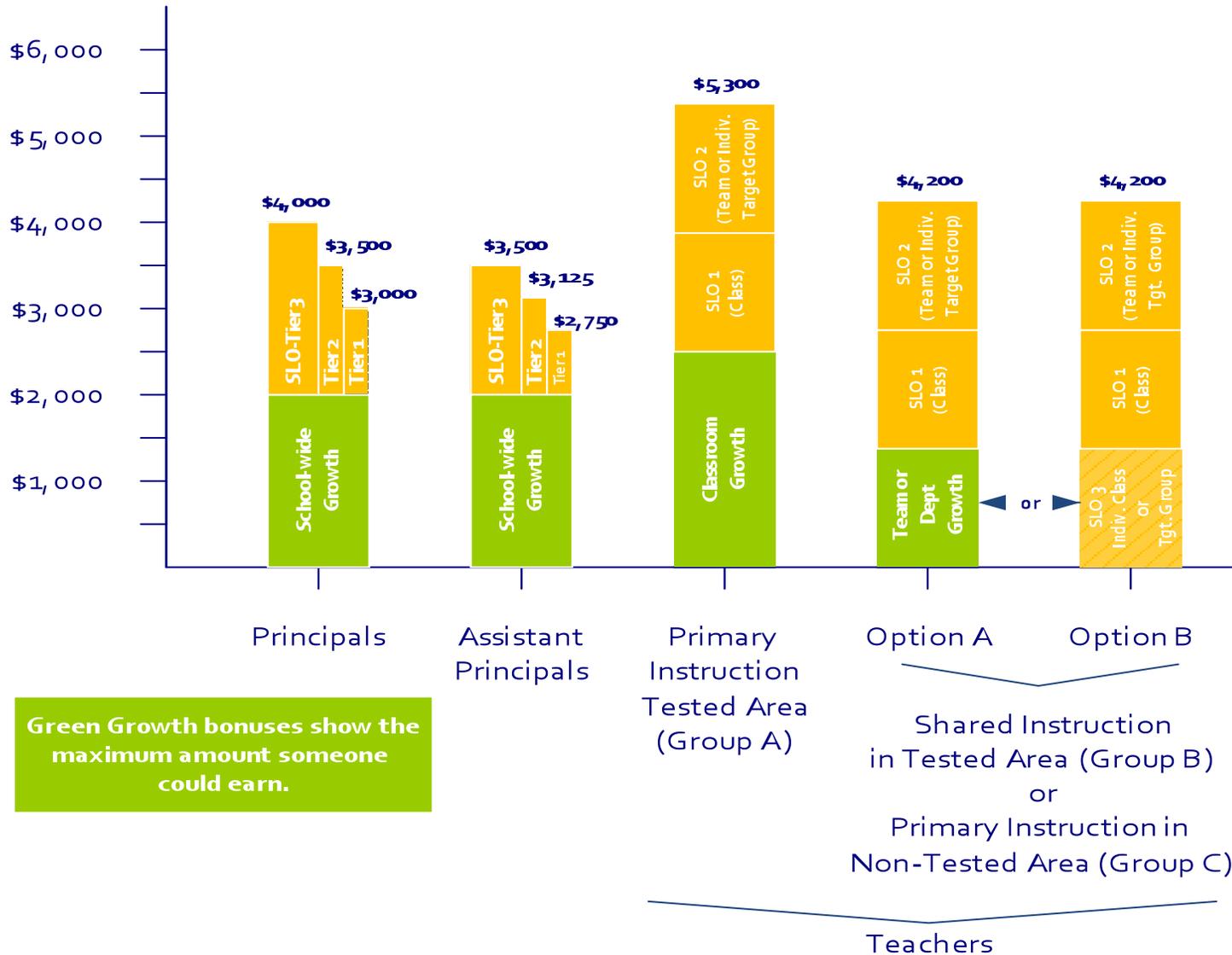
Which Teachers are Eligible for Growth Bonus?



Eligibility Requirements for All Instructors

- 1) These students must meet the days membership requirement established by DPI
- 2) Teachers must verify a roster of their students prior to the test
- 3) Must have at least 5 students with valid test scores in the same grade/subject.

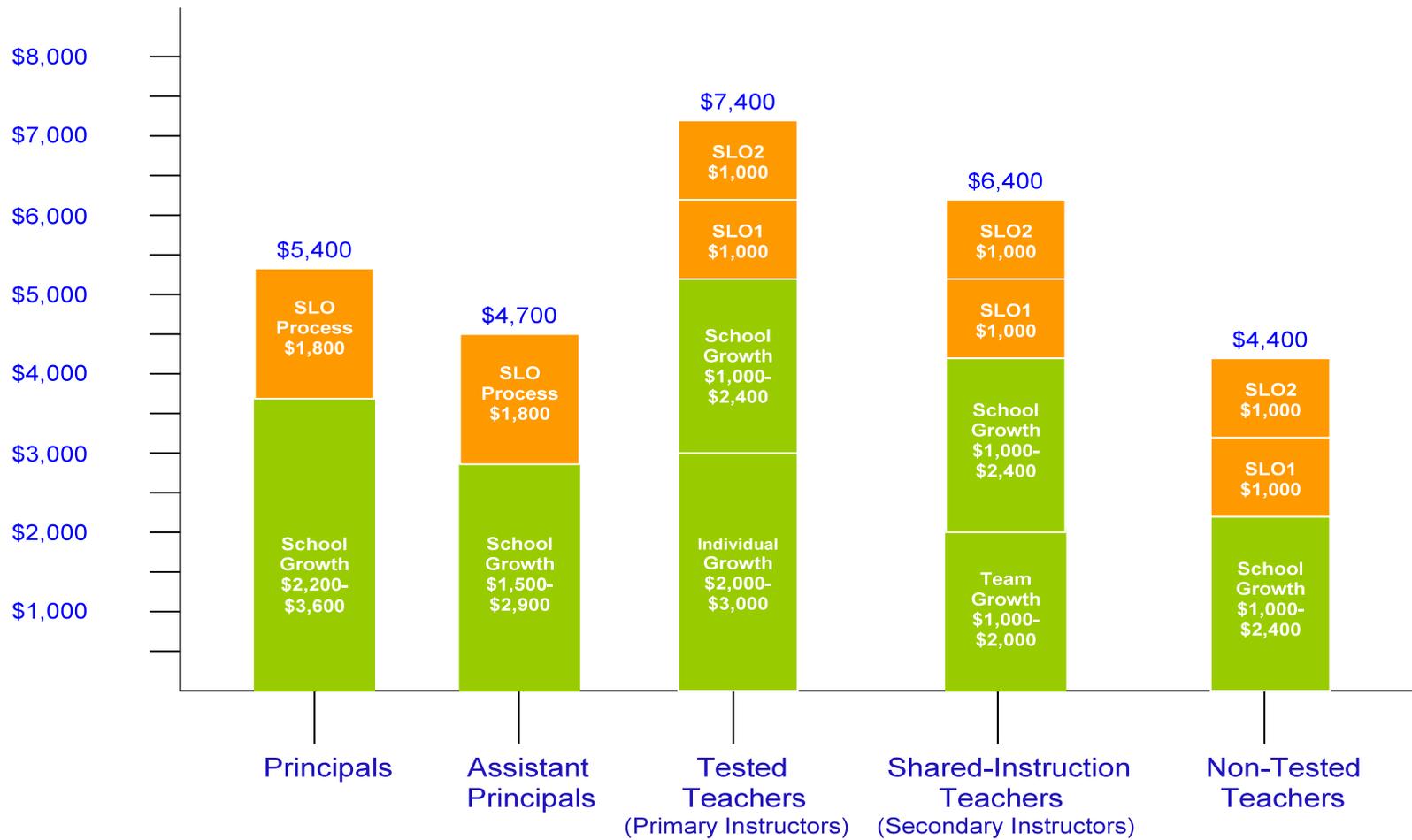
Year 3 Bonus Structure



Year 4: *Improving Results*

- Balance SLO/Growth compensation ratio
- Reflect on individual and school results
- Connect with other district programs (Managing for Performance, Data Wise, School Improvement Process, Rtl, METS, etc.)
- Improve SLO content selection, assessments, and growth expectations
- Use SharePoint workflow environment

Year 4 Bonus Structure



Year 5: *Preparing for Pfp*

- Continue SLO implementation
- In addition to state EOG/EOC tests, use local summative assessments to calculate value-added growth for majority of teachers
- Support the design and development of expanded infrastructure (data systems to collect and calculate multiple measures of effectiveness) needed to implement pay-for-performance district-wide in 2014