

***AISD REACH:
Supporting & Rewarding Educator Excellence***

Teacher Incentive Fund Conference, February 4, 2010

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Austin Independent School District*



Context of AISD

- 86,103 students
- 124 schools / 6,067 teachers
- Three years completed of four-year strategic compensation pilot, called “AISD REACH”
- 19 schools participating in AISD REACH in SY 2010-2011
- New TIF Grantee (\$62.3 million)

AISD REACH 2.0

Program Components



1. Student Performance

- Individual
- Team
- Campus

2. Professional Development

- Novice Teacher Mentoring
- Targeted Team PD

3. Leadership Pathways

4. Evaluation (currently in development)

5. Targeted Recruitment / Retention



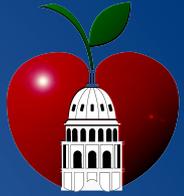
AISD REACH Pilot

Key Learnings:



- Assessing teaching practice requires multiple measures
- Incentives require a clear sight line
- Importance of teacher teams
- The need for campus and central office infrastructure
- Principal buy-in/ leadership
- The importance of partnerships

District / Union Collaboration



Background:

- Joint Task Force began exploring incentive pay programs nationally
- Local funding agreement leads to further public support
- Joint Steering Committee leads pilot design/ provides policy governance

District / Union Collaboration



Key Elements of Collaboration:

1. Steering Committee
2. Ongoing Communications
3. TIF Working Group
4. Mentor Hiring
5. Support of AFT
 - ER&D Training
 - Student Learning Objectives
 - Teacher Evaluation Redesign
6. Work with Business Community



District / Union Collaboration



Benefits of Collaboration:

- Joint ownership of problems & solutions
- Safe space to have tough conversations
- Leveraging multiple sources of input/expertise
- Builds confidence among teachers
- Strengthened relationship can be leveraged in other areas of the organization

Contact Information



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Visit the AISD REACH Website:

www.austinisd.org/compensation