



TIF Grantee Meeting February 3, 2011

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First to the Top Oversight

State Support of Educator Effectiveness

- Learn from experience
- Build on district reform
- Create conditions for statewide reform
- Support district reform
- Create conditions for effective feedback and improvement



Learn from Experience

- Career Ladder – 1984-1987
- Benwood Initiative, Chattanooga – 2003
 - \$5,000 for teachers, \$10,000 for principals, school wide bonuses based on value added
- District Differentiated Pay Plans – 2007
- TAP, Knoxville – 2007
 - 4 Schools, expanding with First to the Top and TIF funds



Build on District Reform

- **Memphis Teacher Effectiveness Initiative**
 - New teacher effectiveness measure, increased and individualized support for educators
 - \$90M Gates Measures of Effective Teaching project, TIF
- **Metro Nashville Public Schools ASSET**
 - Preparation, recruitment, hiring and support, development and evaluation, retention and reward
 - First to the Top funds, TIF funds, Title I



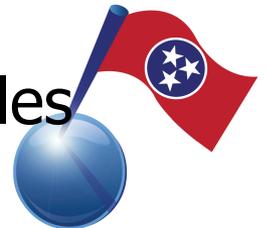
Conditions for Statewide Reform

- First to the Top Act 2010
 - Teacher and Leader Evaluation
 - Differentiate teachers and leaders
 - Annual evaluation
 - 5 effectiveness levels
 - 50% quantitative, 50% qualitative
 - 35% TVAAS or comparable measure
 - 15% student achievement measure
 - 4 observations for professionally licensed, 6 for apprentice
 - Other measures and alternative measures approved by TN Dept of Education
 - Alternative Salary Schedules



Support District Reform

- **First to the Top**
 - Innovation Acceleration Fund - \$12M
 - 4 districts – urban, rural, medium sized
 - Develop or fund alternative salary schedules
 - Competitive Supplemental Fund - \$1.5M
 - 7 districts total, 5 developing alternative salary schedules
 - \$50,000 per district per year
- **Teacher Incentive Fund**
 - State led, 14 districts, 105 schools
 - Differentiated pay and revised salary schedules



Support District Reform

- Allow for effective planning
 - TIF, CSF, IAF planning \$\$ directly to districts
 - Vetted list of providers on readiness to implement, data systems, design, monitoring
 - Existing state contract support
- Provide research and best practices
 - Identify dollars being used by district for experience and degree premiums
- Convene and connect
 - Statewide meetings and participating in state evaluation required



Conditions for Effective Feedback and Improvement

- Collect, connect, and redeploy educator effectiveness data
- Increase differentiation in PD
 - Value added
 - Regional and district specialists
 - Differentiated online courses
 - Tie to effectiveness ratings
- Evaluate PD
 - Align or integrate learning management systems for online systems
 - Tie specific training to individual educator effectiveness ratings

