



Financial and Programmatic Sustainability of Performance Pay Programs

Panel Presentation

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Panel Members

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TIF Project

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Teacher Incentive Fund Grantee Meeting
June 8 & 9, 2009
Bethesda, MD

**Beggs Public Schools
Teacher Incentive
Fund**



SMART

***System to
Motivate and
Reward
Teachers***



Beggs Public Schools SMART Grant

Teacher Incentive Fund

Beggs School District

- rural
- 70% kids free/reduced lunch
- very few businesses

Beggs - only Oklahoma school to receive the TIF grant

Beggs awarded: \$2 million

Year 5 match for TIF \$390,000 out of a total school budget of \$8.6M

Beggs Public Schools TIF Grant Sustainability

- Stakeholder Engagement
- Communication, Communication
- Grants and Foundations
- Title I Part A and Title II Part A Funds
- Legislative Resources

Stakeholder Engagement

- Superintendent, Principals, Teachers, Non-instructional staff
- School Board
- University of Oklahoma Center for Effective Schools
- University of Oklahoma K-20 Center
- Northeastern State University

Beggs Public Schools TIF Grant – Sustainability

Communication, Communication, Communication!

- Presentations
- Press Releases
- Television Interviews
- Panels/Committees
- Website

Beggs Public Schools TIF Grant – Sustainability

Grants and Foundations

- 21st Century After-school Grant
- Oklahoma ACTS Grant
- Teacher Abroad and Fund for Teachers Grants
- ARRA (Stimulus Funds) Grants
- Local Foundations and Businesses

Beggs Public Schools TIF Grant – Sustainability

Title I and Title II

- Title I Part A

Used to cover a portion of elementary-level Title I teachers

- Title II Part A

A portion used to help pay for trainers to help conduct professional development or incentives for improvement

Beggs Public Schools TIF Grant – Sustainability

Legislative Resources

- Oklahoma Legislature pursuing statewide educational changes to establish and fund performance-based compensation systems

Beggs Public Schools TIF Grant – Sustainability

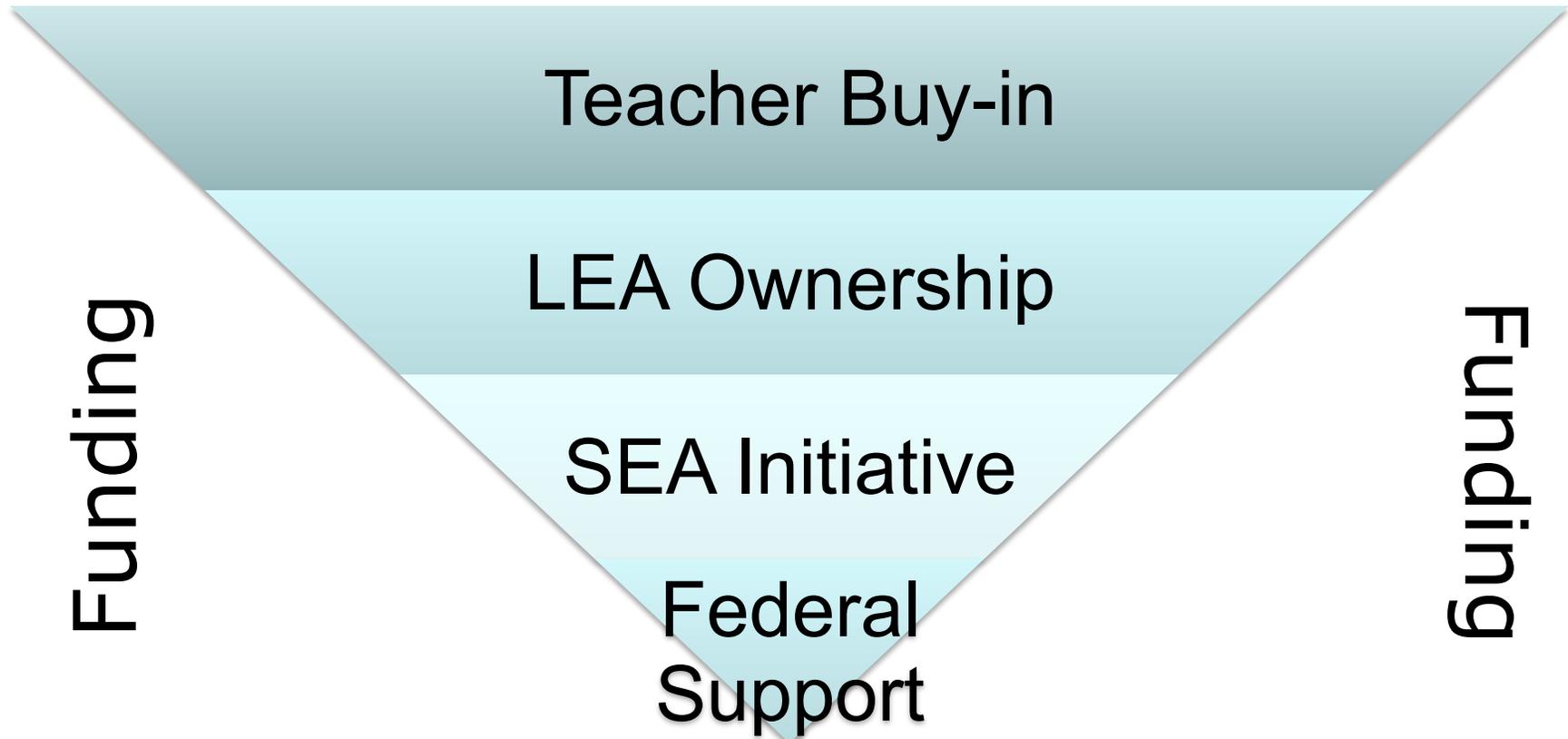


South Carolina
Department of Education

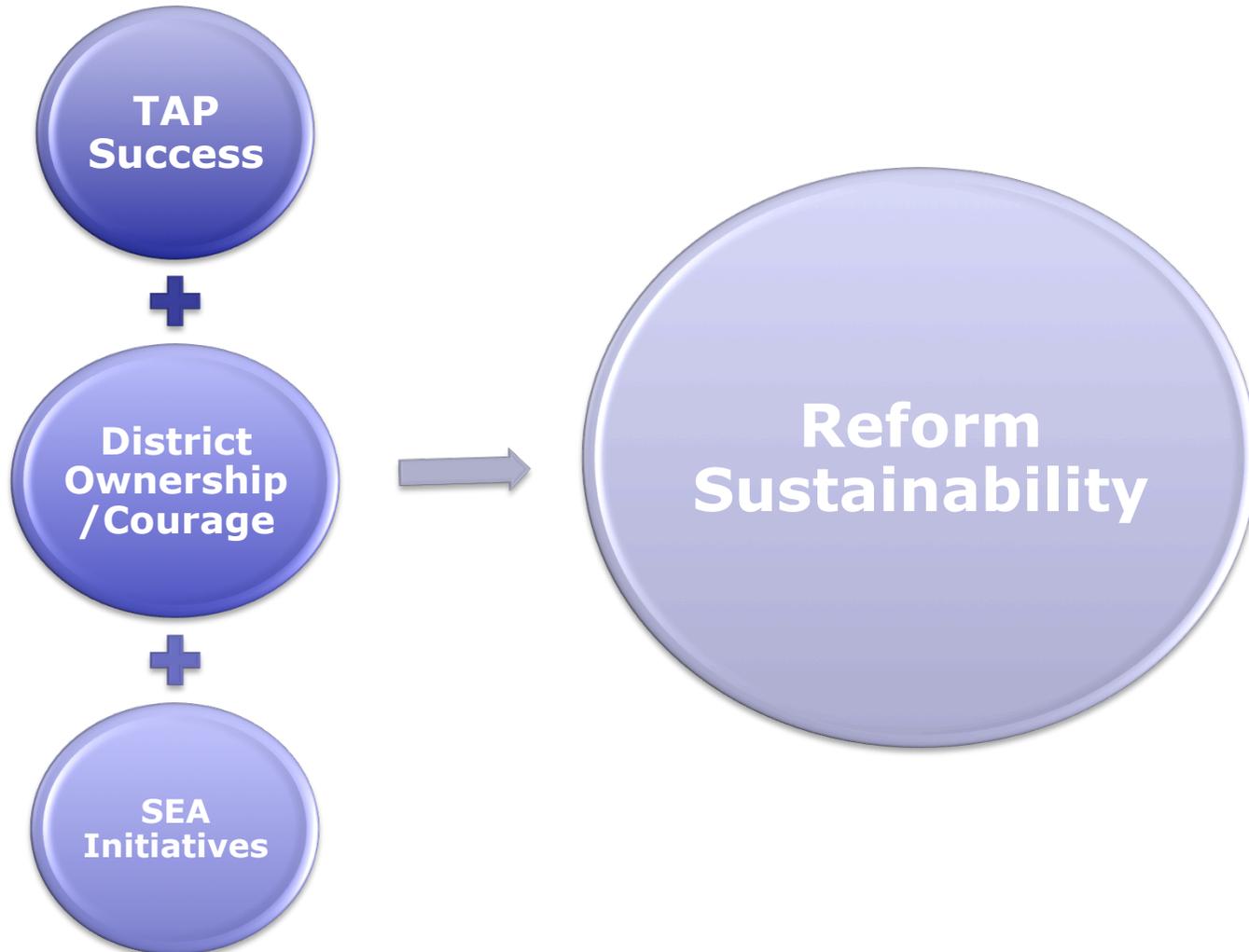
Together, we can.

South Carolina Teacher Incentive Fund

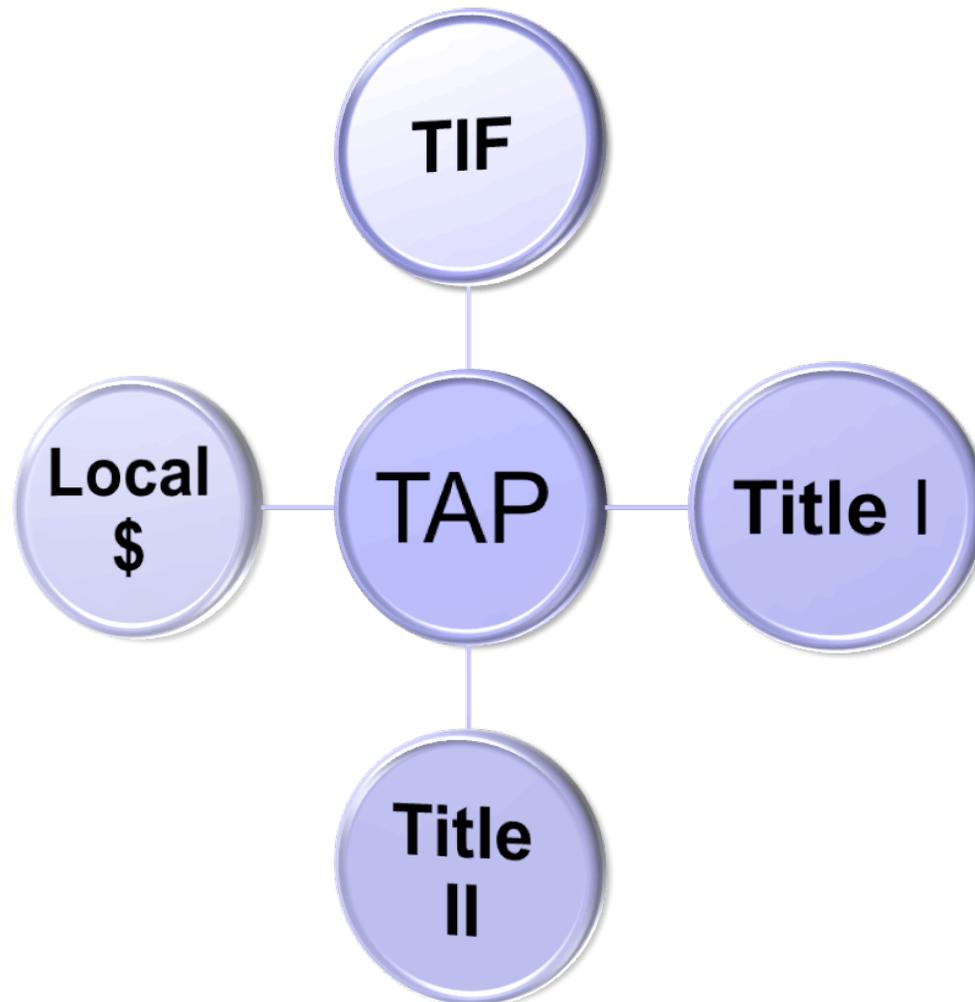
Essential Elements of Reform



TAP Sustainability



Funding TAP



The Growth of TAP200+ schools in 17 States

2000-01

Arizona

2001-02

South Carolina

2002-03

Arkansas

Colorado (Eagle)

Florida

Indianapolis Archdiocese IN

2003-04

Louisiana

2004-05

Minnesota

2005-06

Ohio

Texas

Charter School in Washington, D.C.

2006-07

Wyoming

Tennessee (Knox Co)

Charter School in Las Vegas, NV

2007-08

Chicago, IL

Philadelphia, PA

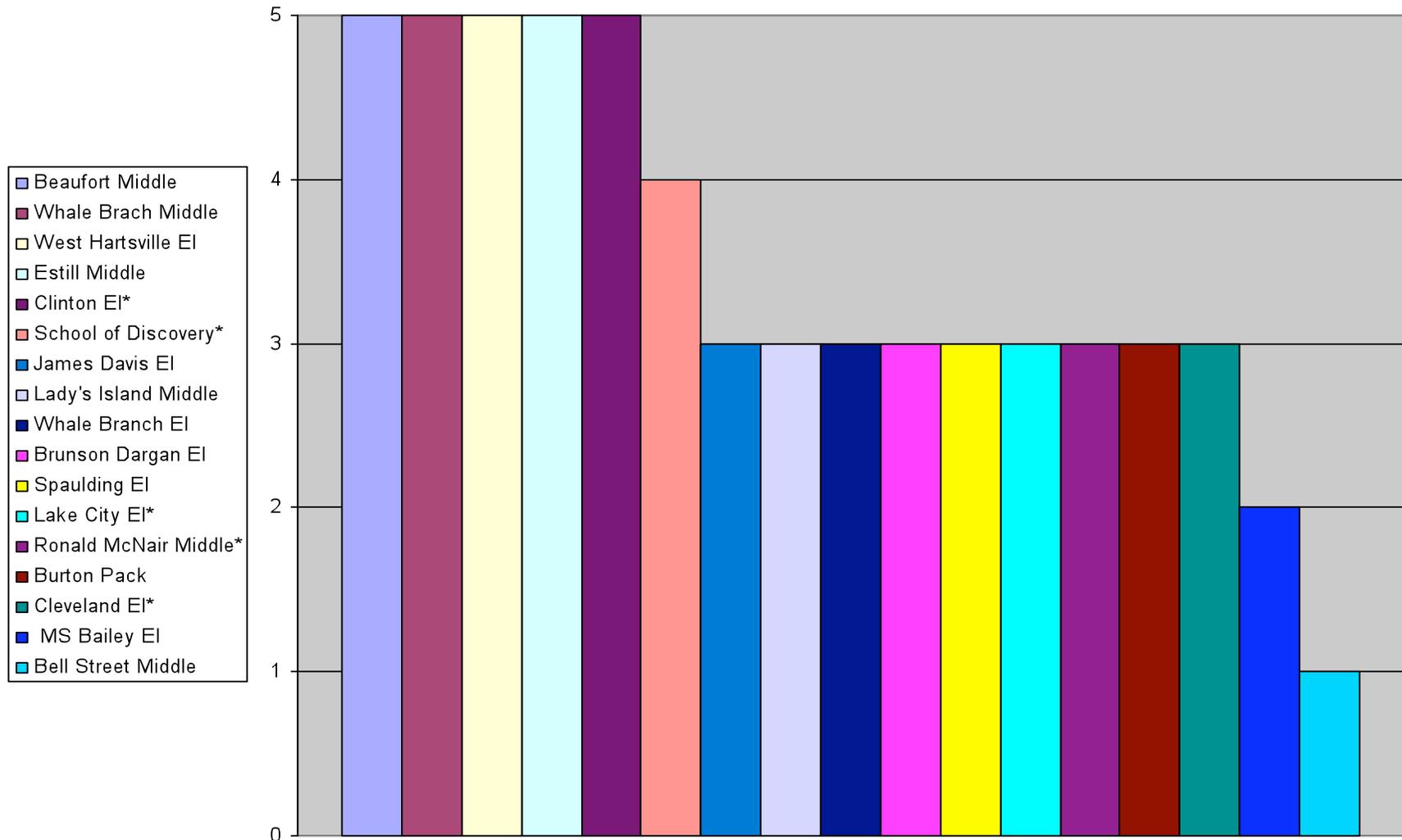
2008-09

North Carolina (Wake Co)

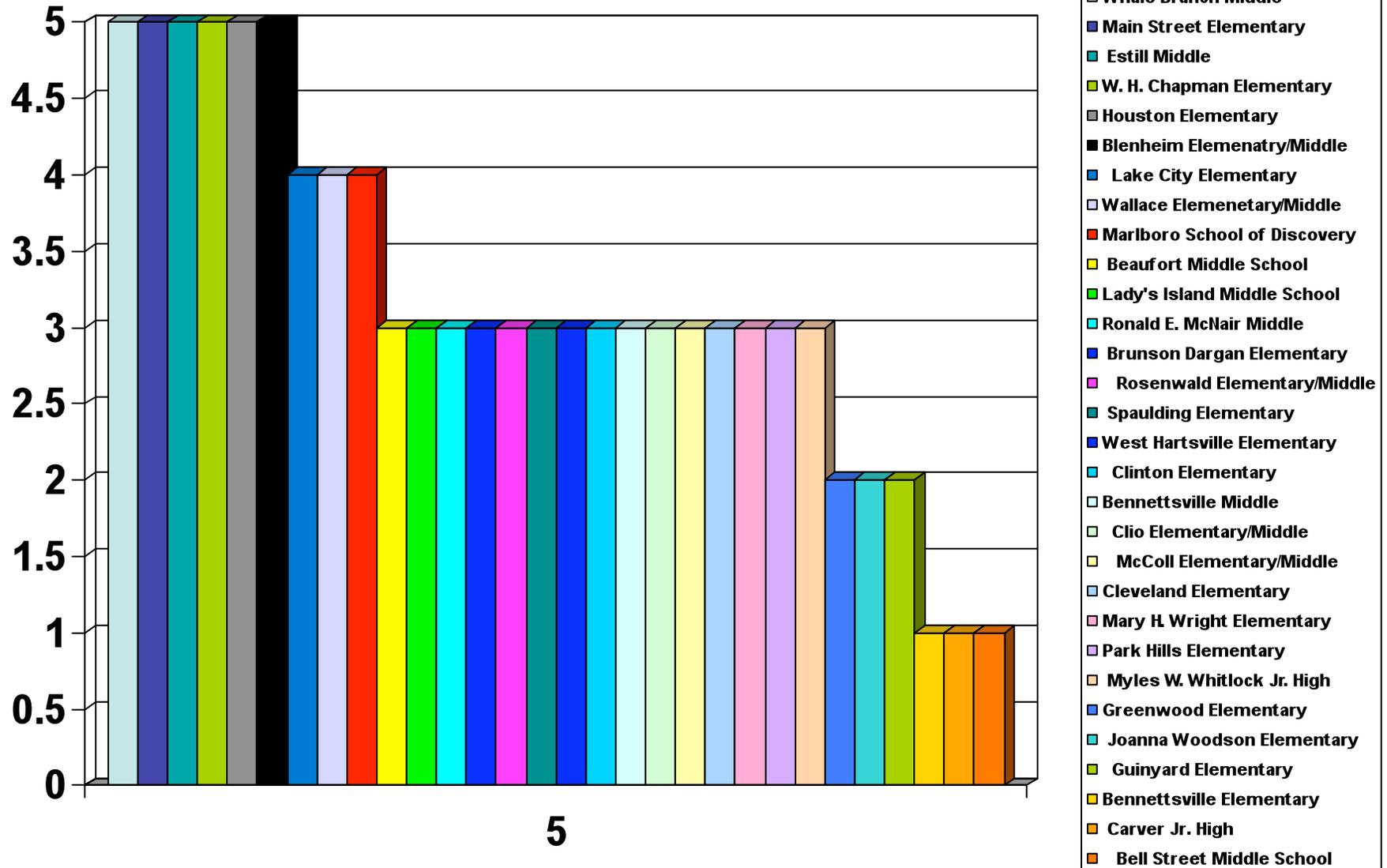
Structural Changes to Retain Quality Teachers

1. *Leadership* – Quality Teachers are drawn to and recruited by Quality Principals.
2. *Professional Development* – Schools often compensate for inadequate education programs.
3. *Salary* – Compensation must be competitive with other professions for productive educators.

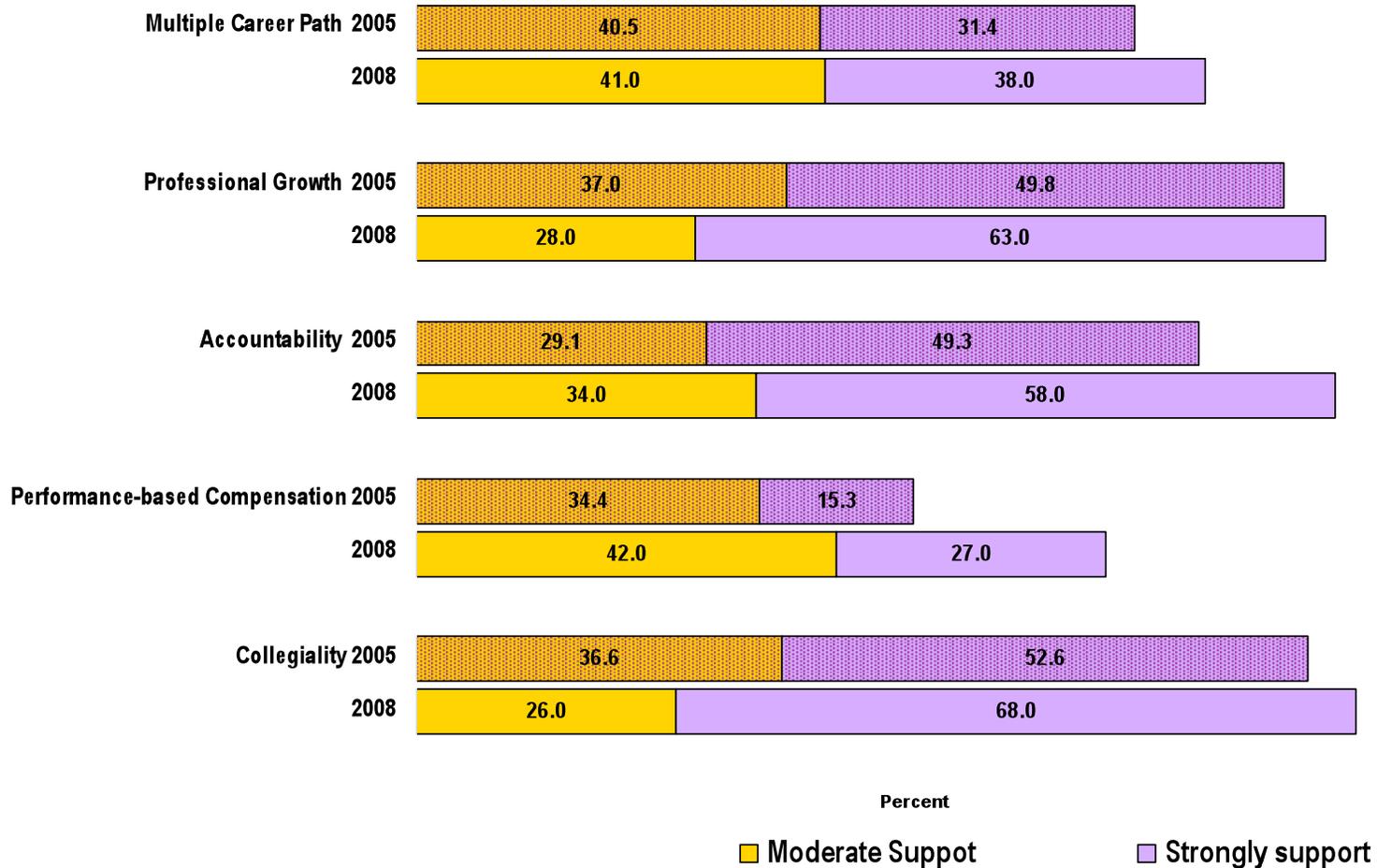
SCTAP 2006-2007 Value-Added Results



SCTAP 2007-2008 Value-Added Results



Teacher Support for TAP Elements:





AISD REACH
Supporting and Rewarding Success in the
Classroom

The Austin Independent School District

David Lussier
Special Assistant to the Superintendent

Focus of Presentation

An overview of how Austin is planning for sustainability that will allow the district to shift from a short-term pilot to a long-term program at scale.

Context of AISD

- 83,000 students
- 114 schools
- 6,000 teachers
- Two years completed of four-year strategic compensation pilot
- AISD REACH couples supports and rewards
- 16 schools will participate in AISD REACH in SY 2009-2010

Three Types of Sustainability

Political

Financial

Operational

Political Sustainability

A commitment to collaboration

- Everyone is at the table (teachers, administrators, parents, business community)
- Maintain transparency/build trust

Focus on results

- Internal and external evaluation
- Comprehensive data on outcomes (student achievement, teacher retention, etc.)
- Calculate return on investment

A robust communications/marketing strategy

- Tell our story at every opportunity
- Provide regular updates to key stakeholder groups
- Leverage bi-partisan appeal

Financial Sustainability

- Establish short-term and long-term financial projections
- Leverage state, federal, foundation grants
- Communicate early with school board and community of projected costs
- Consider timing of forthcoming base-salary increases, millage elections, bonds, etc.
- Will any current district dollars be reallocated?

Operational Sustainability

- Pilot before going to scale
- Address data/HR/instructional systems implications
- Plan for managing program at scale
- Align and integrate programs within current district practices

Contact Information

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