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TIF = High Stakes Decision Support

- Success depends on:
- Getting ST linkages right
- Buy in from stakeholders
- Timeliness
- Integration with other data and departments

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Sustaining Performance Incentives Beyond the Grant

- Why is sustaining performance-based incentives important?
- Programmatic Sustainability
 - What are some ways that grantees are setting their programs up for long-term success?
- Fiscal Sustainability
 - How are grantees financing their contributions to the incentives and planning to sustain them after the grant period?

Components of a Successful Sustainability Program

- What are the common threads throughout any successful sustainability plan?
 - Performance pay as part of a coherent systemic improvement initiative
 - Committed leadership
 - Stakeholder support
 - Steady funding source or creative reallocation of existing resources

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Programmatic Sustainability



- Ways to achieve it:
 - Base your incentives on the same performance measures already in use
 - Dallas
 - Build broad stakeholder support
 - Weld County
 - Eliminate your old pay system altogether
 - Pittsburgh
 - Sell the program by tying it to a goal everyone supports
 - Guilford
 - Integrate performance pay into broader improvement initiatives
 - Houston

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Fiscal Sustainability

- Ways to achieve it:
 - Federal funds – Title IA, Title IIA
 - Dallas
 - Specific state incentive program
 - Texas’s DATE program
 - Reallocate existing resources
 - Guilford
 - Economies of scale
 - Edward W. Brooke Charter School
 - Pass a separate mill levy
 - Denver
 - Private Funding
 - New Leaders founding funders and secondary funders