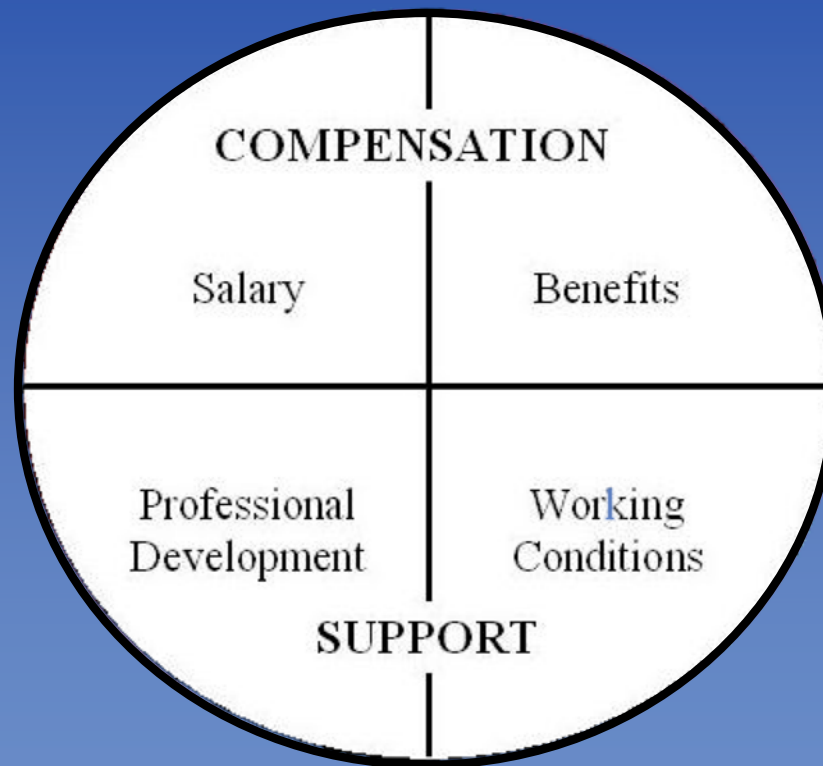




*Council of Great City Schools
October 23, 2008*

Teacher Compensation and Support



AISD REACH PROGRAM OVERVIEW 2008-2009

PROGRAM ELEMENT	All Pilot Schools			Highest-Needs Pilot Schools*		
	Student Growth		Professional Growth		Recruitment and Retention Stipends	
	Student Learning Objectives	School-Wide TAKS Growth	"Take One!"	Novice Teacher Mentoring (Years 1-3)	New To School Stipend	Retention Stipend
DESCRIPTION	Teachers Develop Two Student Learning Objectives	Rewards for TAKS Growth (Based on Quartile 1 Comparable Improvement in Reading & Math as Defined by TEA)	Candidates Complete One of the Ten Requirements for National Board Certification	Mentors Freed up Full Time to Work with Cohort of Teachers in Years 1-3 of Service	Teachers in Years 1-3 of Service at Highest-Needs Schools*	Teacher and Principal Retention at Highest-Needs Schools*
DOLLAR AMOUNT	<p>Principals: \$3000 Stipend (\$4,500 for Principals at Highest-Needs Schools*)</p> <p>Teachers:** 2 Student Learning Objectives: \$1,000 Stipend per Student Learning Objective Achieved (\$1500 per Student Learning Objective achieved at Highest-Needs Schools*)</p>	<p>Principals: \$4,000 Reading Growth \$4,000 Math Growth</p> <p>(For Each Subject \$2,000 for School Year Achieved/ \$2,000 when Returning for Next School Year)</p> <p>Teachers:** \$2,000 Reading Growth \$2,000 Math Growth</p> <p>(For Each Subject \$1,000 for School Year Achieved/ \$1,000 when Returning for Next School Year)</p>	<p>Candidates: \$395 per Teacher Fee Waived</p> <p>\$200 Stipend for Submitting "Take One" Entry to NBPTS</p> <p>\$200 Stipend Per Candidate for Receiving a Passing Score from NBPTS</p> <p>NBCT Facilitators: \$1,000 (Part of AISD National Board Stipend)</p>	<p>Mentors: \$3,000 Stipend Per Mentor for Service</p> <p>\$2,000 Additional Stipend Per Mentor Tied to Satisfactory Mentoring Evaluation</p> <p>\$2,000 Stipend for school-wide TAKS growth* *(Based on Quartile 1 Comparable Improvement in Reading & Math as Defined by TEA)</p> <p>Mentors also receive their daily rate of pay for 10 extra duty days</p>	<p>Teachers:** Years 1-3 = \$1,000 per year stipend</p> <p>(1/2 of the stipend for beginning the school year and 1/2 of the stipend for completing the school year)</p>	<p>Principals: \$3,000 Stipend for Each Year at a Highest-Needs School*</p> <p>Teachers:** Years 4 - 6 = \$3,000 per year stipend Years 7+ = \$6,000 per year stipend (Starting in school year 2011-2012)</p> <p>(1/2 of the stipend for beginning the school year and 1/2 of the stipend for completing the school year)</p>



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*Highest-Needs Schools are identified from the top one-third of AISD schools based on their student populations in the following areas: Economically Disadvantaged, English Language Learners, and Special Needs.

** Instructional Specialists, Librarians, and Assistant Principals are considered in the teacher category.

All amounts are gross pay and do not reflect deductions.

Year One Successes

- Student Learning Objective (SLO) training for teachers and principals
- 100% of teachers (472) set two SLOs
 - 83% of teachers achieved one SLO
 - 64% of teachers achieved two SLOs
- 90 new teachers received support through new mentoring program
- First payouts occurred with few errors
- Internal and external research plans created
- Funding sources expanded to include significant state grants
- Program maintained support of teachers and community stakeholders

Year One Challenges

- Limited assessment tools for teachers
- Lack of professional development
- Need for new technology and systems to connect teachers/assessments/data/payroll
- Organizational alignment
- Communications with internal and external stakeholders
- Managing media inquiries and community expectations during payouts

Changes in Year 2

- Piloting new formative assessment built for measuring growth
- Adding new pilot schools
- Expanding eligibility
 - Assistant Principals
 - Instructional Specialists/Coaches
 - Librarians
- New program development
 - Professional development
 - Additional outreach to Principals
- Improved technology support
- Alignment with other district initiatives
- Comprehensive communications planning and branding efforts launched



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*Or visit our website
www.austinisd.org/compensation*