



Butler County Public Schools | Alabama

SUMMARY

Butler County's PerformancePLUS program supports and rewards teachers, principals, and school- and district-level employees based on school and classroom success. The school district designed the program to advance its efforts to recruit and retain the very best teachers and principals for Butler County schools. The program uses student achievement and other school- and district-wide data to incentivize teachers, principals, and other personnel in areas that include leadership, effectiveness, and school improvement. All schools in the district and all employees are eligible to participate in this optional program.

PROGRAM GOALS AND EVALUATION

The PerformancePLUS program goals are as follows:

- Raise student achievement
- Increase the effectiveness of teachers, principals, and other personnel
- Recruit and retain effective teachers, principals, and other person

The district uses Information Transport Solutions, Inc., to collect quantitative data. Charlotte Danielson's Framework for Teaching is the evaluation tool for the teacher effectiveness incentive. The district uses the state administrator evaluation tool, Professional Education Personnel Evaluation (PEPE), and the Vanderbilt Assessment of Leadership in Education (VAL-ED) to evaluate principals. Furthermore, CNP Associates is conducting an evaluation of the program's effectiveness in Years 2 through 5 of implementation.

State: Alabama

Location: Greenville

Award amount: \$6,763,522

TIF Cohort: 3

STEM Grantee: No

Number of LEAs participating: 1

Number of schools participating: 6

Number of teachers eligible: 205

Number of principals eligible: 14

Superintendent: Amy Bryan (began 2014)

Key program staff:

Litta Norris, Project Director

Email: litta.norris@butlerco.k12.al.us

Cindy Wilson, Testing Administrator

REWARD STRUCTURE

The PerformancePLUS program offers employees incentives in the following areas:

- Leadership
- Financial incentives for taking on leadership roles and extra duties (mentor and/or master teachers, afterschool tutors)
- Effectiveness

- Differentiated compensation for eligible teachers and principals, based on performance
- School Improvement
- Financial incentives for participating in projects and professional development to improve student achievement and school culture

YEARS 1-4 HIGHLIGHTS

Implemented the teacher evaluation system with three parts: two observations based on the Danielson Framework, worth 50 percent for all teachers; classroom assessment data, worth 25 percent for teachers with classroom data (not applicable for teachers without classroom data); and school assessment data, worth 25 percent for teachers with classroom data and 50 percent for teachers without classroom data. New teachers use Educational Impact for professional development; experienced teachers use Teachscape and Simple K12.

The grantee uses Information Transport Solutions (ITS) as its data management provider. ITS calculates all student growth scores and makes these data available on Data Dashboards. All staff have access to these dashboards where members can review student growth, achievement scores, needs, observational data, attendance records, and other records. ITS oversees the integration of multiple systems (including the Student Information INow database and payroll), data warehouse needs, and student-teacher-course linkages.

YEAR 5 OUTLOOK

The focus of PerformancePLUS from its inception has been to increase student achievement by strengthening the effectiveness of teachers and school administrators. We have seen growth in both student achievement and teacher/principal evaluation scores for the last three years.

Because of the many changes by the ALSDE related to academic standards and assessment, there is much work to be done in order for these improvements to continue. In Year 5, program staff is working to coordinate PD opportunities using master teachers and outside providers in these areas.

SUSTAINABILITY

The superintendent, program director, and system financial officer reviewed program data to determine program components that have had the biggest impact on improving instruction and increasing student achievement. It was then determined which of the effective components could be sustained with current funding. This included programs used, stipends, and incentives. Using this information, the advisory committee and site teams will work together to create an updated program that incorporates components that have proven to be most beneficial. Once the new plan has been created, Butler will review options for redistribution of current system funds to cover costs. For components the system is unable to support, Butler will pursue sources for outside funding.

PERFORMANCE-BASED COMPENSATION

Total Incentive payout excluding fringe benefits based on 2013–14 data: \$619,905

Effectiveness: \$184,937

- Teacher *
- Principal*

Leadership: \$67,260

- Department/committee chair
- Mentor/master teacher
- Teacher led professional development PD

School Improvement: \$376,708

- School culture*
- Collaborative projects*
- District achievement*
- Attendance
- PD

*Assessment results for grades 3 through 8 were not released by the ALSDE until late September. This caused a delay in payout of all effectiveness incentives and school improvement incentives tied to student assessment data. These incentives were paid in November (fiscal year 2015).