

Edward W. Brooke Charter School Teacher Excellence Incentive Project

The Edward W. Brooke Charter School (EWBCS) in Roslindale, MA, now serves 360 students (K-2, 5-8) and will be expanding to become an inclusive K-8 system in 2009. To ensure student success via the recruitment and retention of quality teachers, EWBCS will implement a new teacher incentive plan that offers differentiated compensation to effective teachers. Teachers will be supported by professional development.

Needs Assessment Results and General Information

Ninety-seven percent of the enrolled students at EWBCS are minority. We now have 67 percent of our students receiving free and reduced-price lunches. Roughly 65 percent of these students are from some of Boston's poorest neighborhoods. Overall, incoming students perform significantly below grade or low relative to their grade cohort state wide.

Background

The EWBCS Teacher Excellence Incentive Project aims not only to raise student achievement but to bring performance on par with the best performing public schools in the state. Thus far, EWBCS has a proven record of raising student achievement. To continue this history of success, the EWBCS project will raise its teacher retention rate and recruit additional high-quality teachers. Current year-end bonuses are not linked to student gains nor have they been tied to continued employment. The Teacher Incentive Project will create clear and consistent performance-based guidelines that link incentives to student achievement gains and teacher performance.

The incentive structure is tied to achievement gains at the individual and classroom level, teacher performance based on multiple observations, and demonstrated professional growth for teachers.

Incentives

Teachers at the middle and elementary levels will be eligible for a maximum of roughly \$5,000 in bonuses. Bonuses for principals will range (at the maximum) from \$5,400 for middle school to \$10,000 for elementary school principals. Both middle and elementary school teacher bonuses will be based on school-wide achievement, individualized teacher achievement, and attendance. (Previously, elementary teacher bonuses did not include attendance component.) Bonuses for principals will be based solely on school-wide achievement. Additional bonuses will be made available in hard-to-staff subjects. Leadership and career advancement will be incentives by eligibility for salary increases of roughly \$3,000.

Evaluation

Consistent evaluation and feedback, coupled with support and professional development opportunities, will be used to help teachers perform at their best.

LOCATION(S)	Roslindale, Massachusetts
GRANT AMOUNT	Year 1: \$295,090 5-year total: \$1,069,258
DURATION	5 years
PARTNERS	None

The professional development program will be guided by analysis of student achievement data and will consist of summer orientation, peer observation, weekly professional development, and lead teacher mentoring. Student achievement gains will be measured primarily with the state assessment. Teachers will be evaluated according to the school-developed “Standards of Excellent Teaching.” These standards were developed by the school administrators and lead teachers, with input from the teaching staff.

Resources

The long-term sustainability of the Teacher Incentive Project will be attained by gradually building the project cost in EWBCS’ operating budget. EWBCS has opted not to rely on other funding sources that may become unavailable in the future.

Data Systems

EWBCS has had a data-driven agenda since its inception. A data warehouse has been created that allows performance data to be collected and analyzed. These data will be updated to include new information on incentives.