

Harrison School District Two Recognizing Engagement in the Advancement of Learning

The Harrison School District Two (HSD2) in Colorado's Pike's Peak region is working with a new superintendent and a new curriculum department and is supported by a new school board to institute education reform focused on improving instructional practices and raising student achievement. It is in this environment that HSD2's Teacher Incentive Fund (TIF) grant is being implemented. The HSD2 R.E.A.L. performance-based incentive plan provides incentives in three areas: (1) differentiated compensation based on student achievement gains, which includes recruitment and retention incentives for effective educators working in high-need areas; (2) teacher advancement through professional development, which focuses on the teaching of math and reading, as well as other areas where HSD2 is not making adequate yearly progress (AYP); and (3) high-need and hard-to-staff positions in math and science and other special programs.

Needs Assessment Results and General Information

HSD2 consists of 25 schools (K-12) that enroll 11,167 students. Twenty-one percent of the district is below the poverty line, which is twice the percentage of the local region (Pike's Peak). Nearly two-thirds of the students are eligible for free or reduced-price lunch. HSD2 has been on state academic watch for 3-years, has not made AYP for 5 years, and has now been moved to Corrective Action Notice by the state education department. HSD2 has a larger minority population than the surrounding county: 34 percent are white; 24 percent are black; 35 percent are Hispanic; 5 percent are Asian; and 2 percent are Native American.

Background

The district has begun to stop declines in achievement and is beginning to move student proficiency in a positive direction. However, it still lags behind comparable

districts in the state. The need for reform is well understood, and HSD2 is committed to sustaining reform by developing organizational leadership, investing in professional development, and focusing on recruitment and retention of high-quality teachers and support staff.

Incentives

The district has created a criterion ("Real AYP") that measures actual student achievement against the expectation that a year's progression will maintain a student's grade-relative proficiency. Against this criterion, teachers whose students realize an average 1-1/3 years' growth will obtain a \$2,000 bonus. Teachers whose students obtain 1-1/4 years' growth receive a \$1,000 bonus. In cases where team teaching can be identified as effective, larger, shared bonuses will be given; the actual distribution is to be determined by the school principal. The more highly effective teachers would receive additional yearly bonuses after 4 years

LOCATION(S)	El Paso, Colorado
GRANT AMOUNT	Year 1: \$1,170,393 5-year total: \$3,751,039
DURATION	5 years
PARTNERS	None

of sustained effectiveness. The program will offer additional \$2,000 bonuses to reward teachers for distinguished teaching.

Differential school-wide incentives will be given for accomplishing two or three of the rigorous Real AYP goals. HSD2 will provide performance-based pay (\$2,000) for principals and assistant principals. Incentives will be provided for participation in professional development as well as for teaching in high-need and hard-to-fill positions.

Evaluation

Principals, assistant principals, and teachers who receive performance-based awards, such as for outstanding teacher, will be evaluated against an extensive evaluation rubric. The program itself will be evaluated by traditional formative and summative assessments.

Overall, the evaluation plan consists of multiple measures that assess specific student outcomes in math and reading, including a new: (1) professional educator performance evaluation system, (2) leadership performance evaluation system, and (3) systemic

coaching style. Additionally, the evaluation will focus on implementation, student outcomes, recruitment and retention in high-need schools, and participation in teacher advancement activities.

Resources

HSD2 will apply the TIF funds, plus matching funds, to carry out the programs. Additionally, planning is underway for a Mill Levy override. The local board of education supports realigning general funds to increase compensation allocations and to sustain the program beyond the grant period.

Data Systems

The HSD2 instructional model is data driven. Secure customized results and data control are available to all educators in HSD2. The current data management capacity supports online access to data analysis and management of student achievement data. Systems monitor input from classroom and benchmark assessments and from state exams.