

Hillsborough County Public Schools Performance Outcomes with Effective Rewards

Performance Outcomes with Effective Rewards (POWER) is an incentive system for teachers and administrators that will be linked to both performance and student achievement. POWER will be implemented in high-need schools. In the first year of the grant, POWER will be implemented in 21 schools as a pilot. The results of the pilot will help refine the program, which will be implanted in additional schools during each year of the Teacher Incentive Fund grant.

Needs Assessment Results and General Information

Hillsborough County, Florida, includes Tampa, a large urban city and several outlying municipalities and communities. Supporting over 1 million people, the county is economically and ethnically diverse. The annual population growth has exceeded both national and state rates for the past 6 years, including a 31 percent growth rate in the number of children ages 5 to 14. Hillsborough County Public Schools is the eighth largest school district in the United States and serves more than 190,200 students in 206 schools in urban, suburban, and rural areas.

Background

Hillsborough County Public Schools has a mandated teacher incentive program called the Merit Award Program (MAP). Teachers and administrators at all schools are eligible to participate in MAP; however, the program does not offer differentiated compensation to teachers and administrators working in high-need schools. The POWER initiative will provide compensation

for teachers and administrators in high-need schools that are deemed effective using MAP measures. Using performance ratings and effectiveness (student achievement) as a basis, teachers and administrators at high-need schools will be eligible for both programs. The first year will be a pilot with 21 of the highest need schools. Administrators in the targeted schools will be able to participate in the Institute for Leadership Reform, established through partnership with the University of South Florida College of Educator's Anchin Center.

Incentives

In the 2005-06 school year, Florida State Statute 1012.01(2) (a)-(d) mandated a performance-based system for teachers that included student achievement. Districts were able to develop their own plans or use a state plan. The criteria for eligibility for an incentive in Hillsborough County Public Schools are performance ratings and student achievement. Teachers and administrators can earn up to an additional 5 percent of their salary with the MAP system and up to an additional 5 percent for the POWER system.

LOCATION(S)	Hillsborough County, Florida
GRANT AMOUNT	Year 1: \$3,088,827 5-year total: \$15,402,538
DURATION	5 years
PARTNERS	University of South Florida

Evaluation

The evaluation is designed to align with the Continuous Improvement Model. This method relies on inputs, processes, and outputs to support project decisions. An ongoing review of project data enables modification strategies. Data from the implementation of POWER in the pilot sites will be used to refine the program.

Resources

District matching funds will be generated each year of the project from the General Operating Performance Pay reserve. The Hillsborough County Public Schools

will contribute an increasing percentage of the compensation funds. In year 5, the county will contribute 75 percent of the funds.

Data Systems

The project includes an update of the district's data collection and management system. The new system will be district-wide, and data will be stored in a common repository. The system will have the capability of disaggregating data, responding to queries, and generating reports.