

Teacher Incentive Fund (TIF) Evaluation Competition

**Notice of Final Priorities (NFP)
June 8, 2010**

Presenters

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Main and Evaluation competitions

TIF Program Goals

Purpose of Program: The purpose of the TIF program is to support projects that develop and implement Performance-Based Compensation Systems (PBCSs) for teachers, principals, and other personnel in order to increase educator effectiveness and student achievement (as defined in the notice), measured in significant part by student growth (as defined in the notice), in high-need schools (as defined in the notice).



Main and Evaluation competitions

What is a PBCS?

Compensation System *Must* Include

- Differentiated effectiveness incentives (Absolute Priority 1)
- A rigorous, transparent, and fair evaluation for teachers and principals (Application Requirement)
- Incentives for additional responsibilities and leadership roles (Application Requirement)
- Need-targeted professional development (Application Requirement)
- A data management system (Application Requirement)
- Plan for educator engagement and use of PBCS data and information (Application Requirement)



Main and Evaluation competitions

What is a PBCS?

Compensation System *May* Include

- “Other Personnel”
- Use of Value Added Methodology (Competitive Priority 4)
- Incentives for recruitment and retention of effective teachers in hard-to-staff subjects and specialty areas (Competitive Priority 5)
- Other

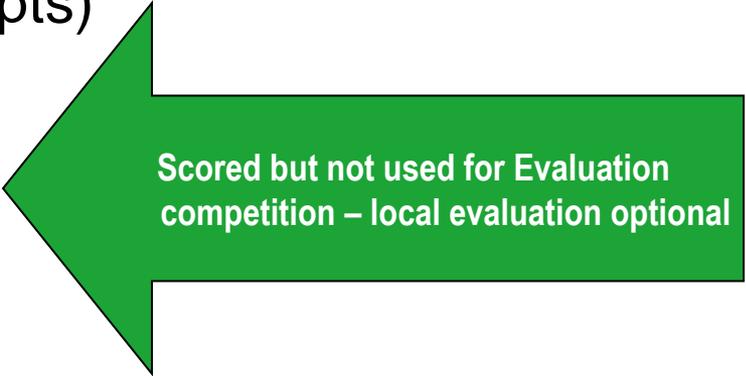
Other Requirements and Selection Criteria for Both Competitions

Core elements of a PBCS – same for both competitions

Absolute and Competitive Priorities – same for both competitions

Selection Criteria

- (1) Need for Project (10 pts)
- (2) Quality of Project Design (60 pts)
- (3) Adequacy of Support for Project (25 pts)
- (4) Quality of Local Evaluation (5 pts)



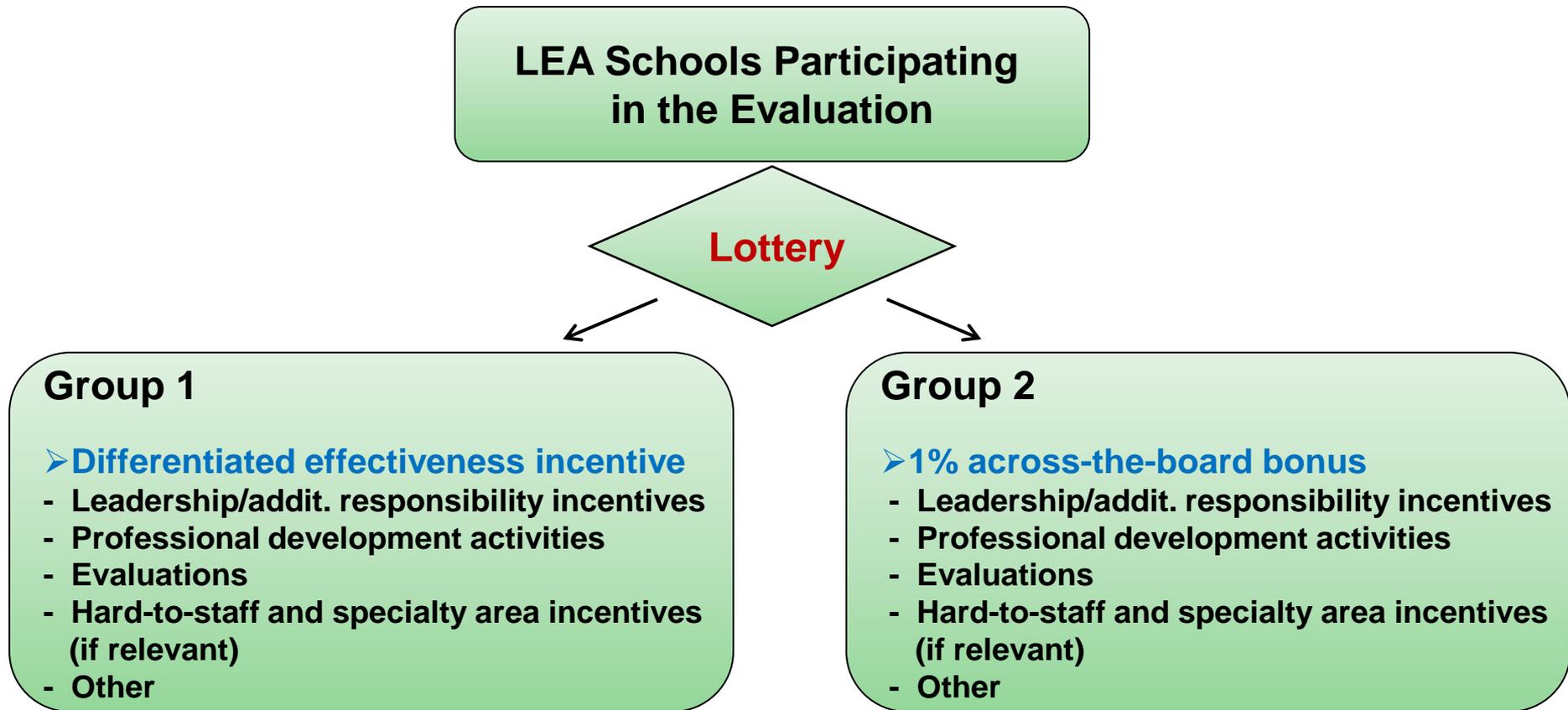
Scored but not used for Evaluation
competition – local evaluation optional

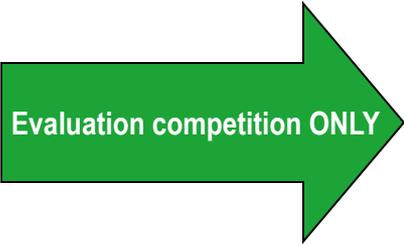
IES Evaluation of TIF

Purpose of the Evaluation: to learn more about what is effective with particular emphasis on the differentiated incentive aspect of the PBCS and to inform program improvement.

Conducted by Mathematica Policy Research
www.mathematica-mpr.com/education/tifgrantee.asp

Evaluation Design





Evaluation competition ONLY

Additional Requirements

- Use a lottery: ½ implement performance-based incentives; ½ implement a 1% across-the-board annual bonus; All implement non-performance components
- Minimum of 8 schools and up to 16 schools for evaluation participation (application may include more schools)
 - At least 8 proposed for the evaluation within an LEA or consortium
 - At least 2 schools are of the same grade configuration and within same state
- Schools participating in the evaluation include grades 3-8 (however, application may include high schools)
- Advance notice of PBCS (applicable for applicants with a planning year)
- Cooperation with data collection
- Commitment to Evaluation

TIF Evaluation Competition - Advantages

- Additional funding (\$1-\$2 million)
- Customized TA plan to support implementation of PBCS (building district program capacity)
 - Program design refinement
 - Communications support
 - Data systems support
 - Ongoing TA support during grant period
- Priority funding
- LEA-based findings, so local evaluation not required

For Additional Information

Questions on the Evaluation competition technical requirements can be answered by Mathematica Policy Research:

www.mathematica-mpr.com/education/tifgrantee.asp

General information:

www.ed.gov/programs/teacherincentive

Frequently asked questions will be available at:

www2.ed.gov/programs/teacherincentive/faq.html