



Fort Worth Independent School District | Texas

SUMMARY

The Fort Worth Independent School District (FWISD) is enhancing and expanding the district-developed PEAK (Public Educators Accelerating Kids) rewards program for 14 of its high-need schools. When FWISD was awarded Teacher Incentive Fund (TIF) funding in 2010, PEAK was renamed Redesign to Increase Schools of Excellence (Project RISE). RISE has rewarded teachers for their students' academic growth. The RISE rewards model uses a value-added approach, a statistical method that helps educators measure the impact schools make on students' academic progress rates from year to year. With the implementation of the TIF grant, FWISD supplements these rewards based on student performance with rewards based on teaching performance as measured by a newly adopted teacher evaluation rubric.

PROGRAM GOALS AND EVALUATION

The ultimate goals of strategic human capital planning in FWISD are to ensure that every classroom has a highly effective teacher and every school has a highly effective leader. Specifically, FWISD goals include the following:

- Higher effective teacher and principal retention rates
- Higher percentages of teachers who are deemed highly effective
- More targeted professional development offerings based on the individual, campus, and program needs as teachers and administrators have identified them
- Higher teacher and principal employee satisfaction scores regarding levels of support; opportunities to collaborate; and high-quality, relevant professional development

State: Texas

Location: Fort Worth

Award amount: \$38,066,957

TIF Cohort: 3

STEM Grantee: No

Number of LEAs participating: 1

Number of schools participating: 14

Number of teachers eligible: 720

Number of principals eligible: 14

Superintendent: Patricia Linares (interim)

Key program staff:

Dr. Andrew McKenzie, Project Director

Email: andrew.mckenzie@fwisd.org

The internal evaluator for the Project RISE team works directly with the personnel in Human Capital Management, Assessment and Data Quality, and Project RISE. The evaluator serves on the TIF Advisory and Stakeholders Committees, and this enables her to provide real-time suggestions for improvement. The program evaluator submits monthly updates to the team and is required to develop a yearly structured report to the district.

REWARD STRUCTURE

The FWISD TIF reward structure has three main components: Rededication incentives based on campus-specific expectations, ID&E rewards based on scores from multiple observations, and value-added team rewards based on the progress that students make at the grade level/subject area cohort level.

YEARS 1-4 HIGHLIGHTS

- To measure student growth, FWISD has partnered with Battelle for Kids and SAS® to provide roster verification services and value-added data. All value-added data are reported by grade level/subject area teams.
- FWISD uses district-developed observational rubrics largely based on Danielson's Framework for Teaching as part of the Teacher ID&E scorecard.
- The principal ID&E scorecard uses a 4-point scale (3 or above represents Highly Effective) to assess principal competencies and provide descriptors that allow evaluators to differentiate varying levels of leader effectiveness, tailor unique professional development opportunities, and reward principals based on performance.
- FWISD has three advisory committees in place that allow for different stakeholders to have input into the RISE program and provide communication about the program to the larger stakeholder community. The project has several advisory committees that monitor and communicate all aspects of RISE.

YEAR 5 OUTLOOK

- Continue to increase value-added literacy so that, beyond determining rewards, the data are used even more to inform campus instruction
- Continue to expand the use of video camera kits and our Teachscape video sharing platform for teacher self-reflection, coaching, and evaluation follow-up.

SUSTAINABILITY

The State of Texas is preparing to provide TxVAAS value-added data (calculated by SAS®) to all districts in 2016–17, in addition to phasing in a new teacher evaluation rubric that is similar to the FWISD ID&E scorecard. The TIF schools will be well-positioned for this transition due to their familiarity with both of these measures of teaching effectiveness.

PERFORMANCE-BASED COMPENSATION

The following incentive and reward amounts were paid out in 2013–14:

- Rededication Incentives: \$2,240,000
- ID&E Rewards: \$2,830,000
- Value-Added Team Rewards: \$270,000