



Galveston Independent School District | Texas

SUMMARY

In 2008, prior to Hurricane Ike, Galveston Independent School District (GISD) had 8,000 students. Today, GISD has almost 1,000 homeless students, and 75 percent of GISD's student population is economically disadvantaged. Almost 16 percent of GISD students are of limited English proficiency, and its minority students show significant gaps in performance in science and mathematics. Galveston's annual teacher attrition rate is 22.1 percent. The district has three campuses that have been designated "In need of Improvement." To address these issues, GISD's strategic compensation plan differentiates pay based on measures of teacher effectiveness, primarily classroom observations and student achievement at the classroom and school levels. The plan uses a value-added model to measure educators' effect on student achievement.

PROGRAM GOALS AND EVALUATION

GISD has two overarching goals:

- Improve student achievement
- Improve the effectiveness of teachers and principals based on student achievement growth at the school and classroom levels

The outside evaluator will review project measures that include student achievement on state and national examinations, teacher attendance, classroom observations, professional development, and leadership activities.

State: Texas

Location: Galveston

Award amount: \$10,107,873

TIF Cohort: 3

STEM Grantee: No

Number of LEAs participating: 1

Number of schools participating: 14

Number of teachers eligible: 429

Number of principals eligible: 14

Number of other campus administrators: 31

Superintendent: Larry Nichols

Key program staff:

Marcia Proctor, Project Director

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Mitzi McAfee, Project Coordinator

Annette Scott, Asst. Superintendent C&I

Dyann Polzin, Chief Human Resource and Communications Officer

REWARD STRUCTURE

- Incentives are paid to teachers, principals, and other campus administrators that are deemed 'effective' based upon 40 percent value-added student achievement score, 40 percent observation score, and 20 percent professional communication score.
- Incentives for student achievement range from \$1,000-\$3,000, with the higher amount aligned to above-average growth of students. The lower amount is for teachers who grow their students at least one year.
- Incentives are paid for attendance to those that miss less than five days a year.
- Incentives are paid for observations to those teachers who score above average on a summative observation score.
- Incentives are paid for professional (30 hours) development and leadership advancements (20 hours) for preapproved activities.
- Instructional aides can earn from \$100-\$300 if their campus value-added achievement score shows at least one year of growth for the campus.

YEARS 1-4 HIGHLIGHTS

- Principals and participating teachers whose students demonstrated growth on the year's state assessments received awards through the performance-based compensation system.
- Use of Teachscape, a project partner, conducting "rounds" with principals has improved principals' abilities for discussions with teachers of problems of practice, leading to instructional changes.
- GISD used Lead4ward to guide curriculum and instructional strategies to ensure success on annual state performance tests.
- GISD is able to provide targeted individualized professional development to teachers based on observational data.

YEAR 5 OUTLOOK

- GISD expects continued academic improvement and continued increases in effective teachers and principals.

SUSTAINABILITY

- GISD has requested a no-cost extension to support continued improvement of instructional strategies to meet new state standards. GISD is also requesting continued support for continuing to build leadership capacity through instructional rounds and classroom observation.
- The GISD Board of Trustees will be presented with a proposal to continue to sustain the TIF incentive payments in the areas of value-added student achievement for those core area teachers who demonstrate above average growth.
- The GISD Board of Trustees will also be asked to sustain an attendance incentive for all teachers.

PERFORMANCE-BASED COMPENSATION

- Incentives are paid to teachers, principals, and other campus administrators.
- Value-added scores were just received the end of January.
- Teacher verification of incentive amounts will occur late February, with payout expected late March.