



## Hillsborough County Public Schools | Florida

### SUMMARY

Hillsborough County Public Schools (HCPS) is located on the west coast of Florida. The county includes Tampa, a large city, and several outlying municipalities and communities. HCPS is diverse and metropolitan and the eighth largest school district in the nation, with 260 schools in grades K-12. The total number of students in grades pre-K-12 is approximately 192,547. HCPS employs approximately 15,468 classroom teachers. Of these teachers, about 50 percent have seven or fewer years of classroom experience. These challenges motivated HCPS to implement the performance-based compensation system (PBCS), POWER II, to attract, support, reward, and retain the most effective teachers and administrators in the district, particularly at high-need schools. Thirty-five of the district's highest need schools participate in POWER II. At the participating schools, more than 50 percent of the student body qualifies for free or reduced-price lunch. In addition, these schools have lower scores on standardized tests than comparable schools.

### PROGRAM GOALS AND EVALUATION

POWER II is part of a district-wide, multiyear plan designed to attract, support, reward, and retain the most effective teachers and administrators, especially at high-need schools, to improve student achievement. The following goals frame the project: Implement a PBCS that rewards, at differentiated levels, teachers and principals at high-need schools who demonstrate their effectiveness by improving student achievement, create a sustainable PBCS, and align PBCS with HCPS' coherent

**State:** Florida

**Location:** Tampa, Florida

**Award amount:** \$9,896,170

**TIF Cohort:** 3

**STEM Grantee:** No

**Number of districts participating:** 1

**Number of schools participating:** 35

**Number of teachers eligible:** 2,257.5

**Number of principals eligible:** N/A

**Superintendent:** Mary Ellen Elia

**Key program staff:**  
 Tracy Schatzberg, TIF Project Director  
**Email:** [tracy.schatzberg@sdhc.k12.fl.us](mailto:tracy.schatzberg@sdhc.k12.fl.us)  
 Cindy Biggs, Teacher Incentive Fund Clerk  
 Ted Dwyer, Manager of Evaluation  
 Charlotte Hughes, Coordinator, Grants Evaluation

and integrated strategy for strengthening the educator workforce. HCPS has a comprehensive evaluation plan that has distinct processes that provide information to program personnel who work with the data to improve processes and procedures while also providing information to the other phases of the evaluation.

## REWARD STRUCTURE

- All highly effective teachers and administrators (as determined by an evaluation measure containing 40 percent student achievement gains), receive an incentive award.

## YEARS 1-4 HIGHLIGHTS

- Focused on developing and implementing the On Site Professional Developer (OSPD) program with fidelity
- Continued to lead professional development at sites and participated in in-depth training on the district's teacher evaluation system
- Five schools began the pilot of the Executive Coaching model for Leadership Teams
- Awarded incentive payouts to 954 Highly Effective teachers and administrators
- Offered professional development courses on a variety of topics
- Thirty-two individuals from 11 schools participated in an Executive Coaching training
- Utilized a logic model for planning professional learning communities to motivate, encourage, and support staff to hold high expectations for all students

## YEAR 5 OUTLOOK

- Continued focus on implementing the OSPD program with fidelity
- All OSPDs participated in Family & Community Involvement course to assist administrators with School Improvement Plan goals
- All OSPDs are conducting faculty trainings on accessing our virtual library
- Many professional development offerings including: Focus on the Positives, Team Building, The Differentiated Classroom, CHAMPS, The Culturally Responsive Classroom, Total Participation Techniques, and Higher Order Thinking
- Principals and assistant principals are being evaluated on a new rubric which aligns with the new teacher evaluation

## SUSTAINABILITY

- In keeping with efforts to retain highly effective teachers, starting in 2013–14, new performance pay rules were implemented so that all eligible instructional personnel would receive an award for highly effective performance on their evaluation.
- For a continued focus on teacher development, all professional development is now mapped to the Danielson rubric domains.
- The district has moved from an “experience model” to an “accountability model” for compensation. All new teachers hired are automatically placed on the new compensation system. The majority of teachers have chosen to opt-in to the new compensation system.

## PERFORMANCE-BASED COMPENSATION

- 1,078 instructional personnel received incentive payouts for having a rating of highly effective on their 2013–14 evaluation. A total of \$2,181,314 was awarded.