



Iberville Parish School District | Louisiana

SUMMARY

Iberville Parish School District (IPSD) ranks 45th out of the 74 school districts in Louisiana in academic achievement. Of the 4,755 students in the school district, 83.8 percent are eligible for free or reduced-price lunch, and 21 percent live in poverty. Several local families have, for generations, had many members in the teaching profession in IPSD. Young teachers work their way up the ranks to eventually become administrators and district office personnel. It is rare for outsiders to enter IPSD and even rarer for staff to leave. Therefore, recruiting and retaining effective educators becomes an important issue. Iberville Parish Schools (IPS) developed a BOOSTER (balanced, objective, observable, specific, timely, enhancing, and rigorous) system to increase educator effectiveness in nine high-need, rural schools in Iberville Parish. All teachers, assistant principals, and principals are eligible to participate and can receive competitive compensation based on performance as measured by student growth.

PROGRAM GOALS AND EVALUATION

By implementing the TAP System, IPSD will accomplish the following program goals:

- Change personnel deployment practices in IPSD to dramatically improve teacher effectiveness
- Change teacher and administrator compensation to a performance-based compensation system (PBCS)
- Improve student achievement
- Increase the number of highly qualified and effective teachers and administrators
- Increase the retention rate of effective teachers and administrators

IPSD is participating in the national Teacher Incentive Fund (TIF) evaluation.

State: Louisiana

Location: Iberville

Award amount: \$10,536,687

TIF Cohort: 3

STEM Grantee: No

Number of districts participating: 1

Number of schools participating: 9

Number of teachers eligible: 392

Number of principals eligible: 25

Superintendent: P. Edward Cancienne, Jr.

Key program staff:

AlNita Miller, Project Coordinator

Email: alnitamiller@ipsb.net

REWARD STRUCTURE

IPSD has a reward structure in place that will allow all effective principals and teachers an opportunity to earn monetary rewards based on student achievement and teacher effectiveness. All educators have equitable opportunities to earn additional compensation based on their demonstrated effectiveness, both in terms of practice and outcomes. In addition, teachers who have been selected as master or mentor teacher receive additional pay for extra duties that are performed on a daily basis.

YEARS 1-4 HIGHLIGHTS

- In 2011, Iberville launched its TIF Program with TAP implementation district-wide.
- The grantee held presentations and informational meetings throughout each grant year.
- Support services were put in place to assist educators with understanding and clarification (i.e. TIF website, TIF hotline, TIF newsletter).
- All Leadership Team members completed an intense TAP Evaluator Certification Training. This is completed every year, as a requirement of TAP.
- Effective principals and participating effective teachers whose students demonstrated growth on the year's state assessments received awards through the PBCS.
 - 2011–12 – \$465,739.69
 - 2012–13 – \$621,989.56
 - 2013–14 – \$634,706.41
- Master and mentor teacher coaching has improved instructional practice.
- IPSD, after implementation of grant activities, improved its overall “D” status to only 2 points from a “B” status.
- Job-embedded professional development (cluster and leadership meetings) are a norm for district employees.
- District staff has adopted the data analysis and components of TAP.

- Teachers received four evaluations each year, by multiple observers.
- Principals and assistant principals received two observations, by multiple observers.

YEAR 5 OUTLOOK

IPSD is in its final year of TIF grant implementation. During this year, Iberville plans to continue to implement the four components of the TAP program, in addition to state mandates. During this year, Iberville will finalize its sustainability plan in an effort to keep the aspects of the TIF program.

SUSTAINABILITY

IPSD plans to use federal and local dollars to continue aspects of the TIF program. With the braiding of Title I, Title II, IDEA, and local taxes, Iberville will continue to provide master teachers to assist with increasing student achievement and teacher effectiveness. In addition, the district plans to use local tax dollars to implement a performance-based compensation system.

PERFORMANCE-BASED COMPENSATION

Iberville is currently implementing performance-based compensation through TAP implementation. This system allowed teachers rated Effective in five of the nine schools in Iberville to receive a reward based on test scores, student growth, and classroom evaluations. The pay pool is as follows per educator:

- Teachers: \$2,500.00
- Assistant Principals: \$3,000.00
- Principals: \$6,000.00