



## Lowndes County Public Schools | Alabama

### SUMMARY

The grantee designed the proposed Lowndes County Teacher Incentive Program (LCTIP) to prepare and reward K-12 teachers and principals in the Lowndes County School System for excellence in teaching as measured by student outcome data and factors related to increasing student performance. Teachers in K-12 classrooms are eligible for incentives based on participation in professional development and leadership activities, teacher evaluation outcomes, credentials, student performance, and school performance. Principals are eligible for monetary incentives based on the percentage of increase in student outcome data for their schools and on meeting district goals for graduation rate.

### PROGRAM GOALS AND EVALUATION

The goal of the program is to further develop the pedagogical skills and content knowledge of the teachers of the Lowndes County School System by providing incentives for the teachers and the principals to provide the level of instruction necessary to bring student performance up to the national average.

**State:** Alabama

**Location:** Hayneville

**Award amount:** \$8,741,756

**TIF Cohort:** 3

**STEM Grantee:** No

**Number of districts participating:** 1

**Number of schools participating:** 7

**Number of teachers eligible:** 135

**Number of principals eligible:** 11

**Superintendent:** Dr. Daniel Boyd

**Key program staff:**

Stacy Williams, Project Director

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## REWARD STRUCTURE

The Lowndes County Public Schools performance-based compensation system (PBCS) reward structure is designed to prepare and reward K-12 teachers and principals for excellence in teaching as measured by student outcome data and factors related to increasing student performance. Teachers in K-12 classrooms are eligible for incentives based on participation in professional development activities, leadership activities, teacher evaluation outcomes, attendance, student performance, and school performance. Principals of schools are eligible for monetary incentives based on participation in professional development activities, administrator evaluation outcomes, the percentage of increase in student outcome data for their school and meeting district goals for graduation rate.

## YEAR 5 OUTLOOK

LCTIP expects to again have 100 percent participation in the program. The calculations of our PBCS will include results from the ACT Aspire and ACT plus Writing Assessments to determine the proficiency index of students in comparing schools to schools. Year 5 will allow mentor teachers to work more closely with teachers by providing more opportunities for peer observations, targeted mentor-led professional development, and mentor-led professional learning communities through school-based community of practices. Additionally, we will again have a summer program, the Authentic Professional Development Laboratory Experience, for mentor teachers to work alongside struggling/ less-effective teachers to help them with lesson planning and providing them with feedback on their teaching practices.

## SUSTAINABILITY

The LCTIP has taken great strides to build capacity for sustaining the program after TIF funding ends. The systems in place that will assist in program sustainability include:

1. The high-quality data management system and server that are in full operation and used by all teachers, students, principals, administrators, and other relevant stakeholders.
2. The PD360 Educator Effectiveness System and Observation360 Camera systems teachers and principals in all schools are currently using.
3. The Stakeholder Advisory Committee and LCTIP Planning Committee meet regularly, review program data, and make recommendations regarding all aspects of program operations.
4. The Teacher Mentor model provides beginning and veteran teachers at every school with a resource for solving problems or learning a new skill.

Efforts to achieve financial sustainability include:

1. Diverting a portion of Title II funds to subsidize teacher incentives
2. Seeking additional and continued external funding sources
3. Subsidizing monetary incentives with non-monetary incentives, including free sporting event tickets, reserved priority parking place, teacher of the year recognition, etc.

## PERFORMANCE-BASED COMPENSATION

Total awards given out—\$1,042,000.

LCTIP gave out incentives in two installments. We distributed one-half of incentives earned in August 2014 and the second one-half of incentives earned in December 2014.