



## National Board for Professional Teaching Standards | Maine

### SUMMARY

NBPTS's grant encompasses two program recipients: Richmond Public Schools and the Maine Department of Education (which includes six rural districts). As the program sites are located in two states with vastly different statewide policies toward educator evaluation, the U.S. Department of Education determined, with NBPTS concurrence, that the two sites would be considered separately. This profile provides information on the Maine grant.

The Maine Schools for Excellence (MSFE) initiative has created a multi-faceted performance-based compensation system (PBCS) that is designed to increase educator effectiveness through job-embedded professional development and reward teachers and principals for deep knowledge of subject areas and high levels of performance as measured against rigorous NBPTS teaching and leadership standards and related outcomes. The desired long-term result is increased student learning and growth.

Maine is a rural state and faces challenges due to geographic separation and generally small school/district size. Maine has the highest poverty rate in New England in addition to a surging population of foreign-born English language learners. Recruitment of highly qualified and effective teachers to schools with these challenges is made difficult by low teacher salaries, poor local housing, and limited employment opportunities for other family members.

### PROGRAM GOALS AND EVALUATION

The goal of the NBPTS Maine Schools for Excellence initiative is locally sustainable performance based compensation systems that:

- Are designed collaboratively by teachers, leaders and other key stakeholders

**State:** Maine

**Location:**

Lewiston Public Schools  
Maine School Administrative Unit (MSAD) 24  
Maine School Administrative Unit 74,  
Regional School Unit (RSU) 55,  
Regional School Unit 12,  
Wiscasset Public Schools

**Award amount:** \$23,274,100

**TIF Cohort:** 3

**STEM Grantee:** No

**Number of districts participating:** 6

**Number of schools participating:** 22

**Number of teachers eligible:** 592

**Number of principals eligible:** 35

**Key program staff:**

Loveen Bains, Project Director

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Janet Haber, Project Analyst

- Enhance educator effectiveness and school improvement with high-quality professional development anchored in National Board Core Propositions and Standards
- Recruit and limit turnover in all schools and subjects, including those that are hard-to-staff
- Increase the number (or the percentage) of teachers and principals receiving incentive payments based

on student learning growth and other practice and outcome measures of performance

The Maine Schools for Excellence evaluation model is one based on multiple measures, with significant weight attached to student growth. Student growth for all teachers is measured using student learning objectives (SLOs) aligned with state and district standards and curriculum, and measures learning growth through the use of pre and post-tests of students' skills and knowledge.

## REWARD STRUCTURE

- \$5,000 annual performance-based compensation (PBC) opportunity for all teachers and leaders. Actual PBC earned is based on performance across multiple individual and team measures, with significant weight attached to student growth
- \$500 stipend for National Board's Take One! professional development
- \$1,500 annual stipend for TEPG Facilitator
- \$3,000 annual stipend for National Board Certification

## YEARS 1-4 HIGHLIGHTS

Maine's entry into the TIF grant and PBCS work was through teacher and leader evaluation and professional growth (TEPG and LEPG programs) and recognition and reward (R&R program). Each of these programs is anchored in performance measures and targets that have been closely monitored and continually refined by local steering committees since 2011. Educators continue to receive training in all aspects of the TEPG, LEPG and R&R programs as well as targeted, job-embedded professional development tied to the National Board Standards. Support for evaluators continues to be delivered through in-person, "at-elbow" coaching and inter-rater agreement training.

## YEAR 5 OUTLOOK

MSFE staff will continue to deliver professional development to teachers and leaders aimed at improving practice and student learning. Evaluator calibration training will continue in all districts, along with at-elbow support to teachers with writing sound assessments. MSFE will continue to promote National Board certification and support teachers as they go through the process.

## SUSTAINABILITY

Local steering committees will be reviewing TIF grant innovations, identifying priorities, and exploring local funding opportunities. Tight fiscal environments will force districts to examine resource reallocation as a primary means for funding performance system programs, tools, and technology.

## PERFORMANCE-BASED COMPENSATION

PBC is distributed to eligible teachers and leaders in July of each year, accompanied by a personal performance report and letter from the Superintendent. Year 4 PBC totaled \$2,097,573 representing 3 percent of salary.