



New Schools for New Orleans | Louisiana

SUMMARY

New Schools for New Orleans (NSNO) is collaborating with eight charter management organizations (CMOs) to implement the New Orleans, Louisiana TIF (NOLA TIF) performance-based compensation system (PBCS) in 29 high-need schools. All teachers are eligible to participate in the new PBCS that provides differentiated rewards and career paths to teachers and principals based on their effectiveness, as measured by student growth data and classroom observations. The overarching goal of the program is to dramatically increase student achievement by ensuring that an effective teacher teaches every child and an effective leader supports every teacher. Twenty-nine high-need New Orleans schools participate in the program through collaboration among NSNO and eight CMOs that manage 29 charter schools. The participating schools together reach more than 14,376 students, which is equivalent to about 31 percent of the public school students in New Orleans. All schools that are part of this program are Title I schools.

PROGRAM GOALS AND EVALUATION

The goals of the New Orleans TIF schools are as follows: improve the capacity of partner schools to implement a comprehensive PBCS for teachers and principals; increase the percentage of effective teachers, principals, and assistant principals in partner schools; increase student achievement; and improve each school's ability to recruit and retain effective teachers, principals, and assistant principals. An evaluation team independent of NSNO and the participating CMOs evaluates the program based on the stated goals. The evaluators provide

State: Louisiana

Location: New Orleans, Louisiana

Award amount: \$13,000,220

TIF Cohort: 3

STEM Grantee: N/A

Number of districts participating:

Number of schools participating: 29

Number of teachers eligible: 1,012

Number of principals eligible: 26
(106 Assistant Principals)

Superintendent:

Key program staff:

Stephanie Slates,
Managing Director of Human
Capital Investments at New Schools
for New Orleans

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ongoing feedback to project staff on implementation fidelity. The evaluators collect information related to the performance awards received by participants, the funding sources, and the hours of support provided by NSNO. The evaluators also collect outcome measures that address the stated goals.

REWARD STRUCTURE

Through the NOLA TIF project, teachers and leaders at participating schools are eligible for performance-based compensation based both on observations conducted by school staff and student performance. The maximum NOLA TIF awards under the terms of the grant are \$2,500 for teachers, \$5,000 for assistant principals, and \$10,000 for principals, annually.

YEARS 1-4 HIGHLIGHTS

- In Year 2, seven new partners joined the grant, and NSNO made payouts to educators at three original CMOs.
- In Year 3, The New Teacher Project (TNTP) support at the school level ensured quality of implementation (e.g., high-quality and normed observation ratings and feedback).
- In Year 3, NSNO implemented the TIF Surplus Strategy, giving schools funding for professional development, data, and Student Learning Target assessments; NSNO also implemented programs to support leader and teacher development.
- In Year 3, Student Learning Targets were implemented by the state for non-tested grades and subjects.
- In Year 4, TIF implementation focused on the observation, feedback, and professional development cycle to ensure that TIF improves teacher quality, as measured by a survey taken by TIF participants.

YEAR 5 OUTLOOK

With a total of 8 partners across 29 schools, NOLA TIF continues to focus on the cycle of observation, feedback, and professional development to ensure that TIF improves teacher quality in Year 5. NOLA TIF also continues to focus on best practices to retain effective educators. Due to Louisiana's transition to a CCSS-aligned assessment, PARCC, the Louisiana Department of Education will not be able to release 3rd–8th grade Math and English Language Arts test scores until fall 2015. This change will delay payment of our performance awards.

SUSTAINABILITY

The NOLA TIF reimbursement plan ensures that all partner schools contribute an increasing share of performance bonuses every year. Because there are two cohorts of participating schools, the shares of each cohort are staggered over the final three years of performance payouts. That is because the Department-approved plan for schools new to the program has the increasing share running one year behind the approved share for original schools. In Year 5, TIF will contribute 34 percent of the cost of performance awards to Cohort 1 schools and 49 percent to Cohort 2 Schools. After the final year of NOLA TIF, partners are responsible for 100 percent of the cost of their respective performance-based compensation systems.

PERFORMANCE-BASED COMPENSATION

The chart below details the dollar amount and dates of the performance awards for the 2013–14 school year.

TIF Performance Awards 2013–2014				
Partner	Award	Taxes	Total	Dare Paid
Choice Foundation	166,600.00	12,744.90	179,344.90	09/30/14
Collegiate Academies	5,800.00	443.70	6,243.70	10/24/14
FirstLine Schools	173,755.82	13,292.31	187,047.93	10/24/14
FirstLine Schools	949.37	72.63	1,022.00	11/18/14
KPP New Orleans Schools	177,970.00	13,614.71	191,584.71	11/18/14
New Orleans College Prep	40,920.00	3,130.38	44,050.38	09/30/14
ReNEW Schools	102,134.38	7,813.28	109,947.66	12/23/14
Sophie B. Wright Charter School	3,440.00	263.16	3,703.16	12/22/14
Success Preparatory Academy	50,480.00	3,861.72	54,341.72	10/24/14
Total	722,049.37	55,236.79	777,286.16	