



Orange County Public Schools | Florida

SUMMARY

Orange County Public Schools (OCPS) is located in central Florida's Orlando metropolitan area. It is the 11th largest school district in the United States. It has 184 schools and 5 regional learning communities that serve approximately 183,562 students. In addition to racial and ethnic diversity, students come from approximately 212 countries and speak 105 different languages and dialects. These challenges motivated OCPS to implement the performance-based compensation system (PBCS), Teacher Incentive Fund (TIF) II: One Vision, One Voice, in the highest need elementary schools to raise student achievement. Fourteen of OCPS's highest need elementary schools participate in One Vision, One Voice. All participating schools are Title I schools, in which more than 90 percent of the student body qualifies for free or reduced-price lunch, and 30 percent of the students read below grade level. In addition, the project expanded to the 10 Orange County schools that participated in OCPS's first TIF grant in 2007 to include performance-based compensation for other personnel.

PROGRAM GOALS AND EVALUATION

The overarching goal of One Vision, One Voice is to increase student achievement in the targeted high-need schools by developing and implementing a comprehensive PBCS for teachers, principals, and other personnel to increase educator effectiveness and student achievement, measured in significant part by student growth. OCPS has a comprehensive evaluation plan to ensure that it succeeds in meeting the goals and objectives described here. The evaluation includes both quantitative and qualitative measures. Project staff monitors progress toward identified goals and objectives through formative and annual evaluations. An external evaluator assists in the process and provides feedback to the project staff for program improvement.

State: Florida

Location: Orlando, Florida

Award amount: \$26,861,087

TIF Cohort: 3

STEM Grantee: No

Number of districts participating: 1

Number of schools participating: 14

Number of teachers eligible: 760

Number of principals eligible: 14

Superintendent: Barbara M. Jenkins

Key program staff:

Suzanne Vendena, Project Director

Email: SUZANNE.VENDENA@OCPS.NET

Donna Brown, Director

Kimberly Gilbert, Senior Manager of Grants

Shari Horsey, Senior Administrator of Finance

Ginene Lee, Program Manager

REWARD STRUCTURE

The OCPS TIF II grant has three reward structures in place.

1. Paraprofessionals receive a bonus for an Effective or Highly Effective evaluation and increases in student achievement. They can also earn a bonus for attending professional development.
2. Teachers are rewarded for an Effective or Highly Effective rating on their evaluation, an increase in their student achievement, and for attending and implementing professional development.
3. Administrators are rewarded for their evaluation, student achievement for the school, and professional development.

YEARS 1-4 HIGHLIGHTS

- Met requirements of five core elements
- Formed two TIF school committees to make decisions concerning the “Teacher Pick” portion of the PBCS
- Refined the details of implementation
- Provided training on the Marzano Evaluation System
- Teachers attended national conferences to increase their knowledge
- Made the first payout in year 2011–12
- Based professional development on teacher’s participation in curriculum activities, professional learning, and leadership activities
- Created a portal for teachers in the SAP system
- Increased learning gains by 5 points
- Added Deliberate Practice portion of Marzano Evaluation System
- Had more than 300 teachers and administrators attend the TIF II Summer Academy

YEAR 5 OUTLOOK

The goals for Year 5 of the grant are to complete any professional development that has been started and to provide the schools with much-needed teacher resources. Our Academic Coaches continue to provide professional development as well as modeling, mentoring, and coaching. We are anticipating more professional development on the new assessments due to the new Florida Standards and the Florida Standards Assessments (FSA). The plan is to also complete the development of the Enterprise Data Warehouse that houses all of the testing information and payout structure.

SUSTAINABILITY

The district is providing sustainability through the PBCS system created through TIF, the EDW management system, and, hopefully, school-based Academic Coaches. The district will be using the Iowa Assessment for K-2 this year district-wide, whereas TIF has been administering this assessment since the beginning of the grant.

PERFORMANCE-BASED COMPENSATION

The payout for the 2013-2014 school year thus far:

Paraprofessional bonus	\$61,500.00
Teacher bonus	\$1,690,276.00
Administrator bonus	\$71,339.00