



Green Dot Public Schools | Los Angeles, California

SUMMARY

Green Dot Public Schools aims to help every one of its largely at-risk students become college ready. Its TIF grant works toward this goal by providing comprehensive professional development and support based on teacher evaluation results, as well as differential compensation and career ladder positions for effective teachers. In the first two years of the grant, the most effective Green Dot teachers were eligible for performance bonuses. Green Dot’s TIF grant also plans to include principals and counselors into a multiple measure evaluation system. Beginning in school year (SY) 2014–15, Green Dot implemented an expanded assessment program in order to meet the goal of measuring classroom-level student growth. To be successful, Green Dot must frequently advance students several grade levels in a single year if they are to graduate on time. Current estimates indicate that 85 percent of Green Dot’s graduates will require remediation in college. At least 90 percent of students at 16 of the 18 Green Dot schools are eligible for free or reduced-price lunch.

State: California

Location: Los Angeles, California

Award amount: \$11,739,504

TIF Cohort: 4

STEM Grantee: No

Number of districts participating: 1

Number of schools participating: 15

Number of teachers eligible: 503

Number of principals eligible: 54

Superintendent: N/A

Key program staff:

Marco Petruzzi, Chief Executive Officer

David Girard, TIF Project Director

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PROGRAM GOALS AND EVALUATION

Green Dot is dedicated to lifting the achievement of students coming from historically underserved populations and believes that effective teaching is the key to preparing students for college and careers. To this end, Green Dot created a strategic human capital management system (HCMS) that includes teacher and leader evaluation systems that serve as the basis for a performance-based compensation system (PBCS).

By promoting effective instruction, Green Dot aims to prepare every one of its students for college and career success. To assess progress toward its goals, Green Dot is partnering with an external evaluator. The evaluator will use performance metrics to help determine the extent to which the TIF program affects teacher, principal, and counselor effectiveness.

YEAR 1 HIGHLIGHTS

- Substantial professional development programs for Green Dot’s teacher leader facilitators, teacher effectiveness ambassadors, and counselors, amassing more than 800 combined hours in the first grant year
- Diligently continued efforts to establish durable, collaboratively sourced, effectiveness-based evaluation and compensation systems for teachers, administrators, and counselors
- Refocused student growth assessment strategies in order to realign them with Common Core standards and craft strategic implementation blueprints for the future
- Strengthened the collaboration with its main source of non-TIF funding, the Bill and Melinda Gates Foundation, and the key programs that they fund: professional development, effectiveness evaluation and compensation, and technology
- One of Green Dot’s turnaround schools (a recipient of the TIF 4 grant), Ánimo College Prep Academy, had the largest gain in API score, 111 points, in the entire state of California

YEAR 2 HIGHLIGHTS

- Focused on the implementation and reinforcement of key programs focused on teacher effectiveness and improving student achievement in high-need schools
- Professional development programs crafted in the second grant year included *Transition to the Common Core Overview*, *Front-loading Vocabulary*, *Read Like a Detective: Text-based Questions and Close Reading*, *Argue Like a Lawyer: Text-based Discussions*, and *Write Like a Reporter: Using Writing to Deepen Understanding*
- Devoted additional attention to mentoring and coaching teachers and principals on the impact of Common Core-based state standards at the school and classroom levels
- Five Green Dot schools were ranked among the top 6 percent nationally according to *U.S. News & World Report’s Annual Survey*

YEAR 3 OUTLOOK

- Unanticipated changes to the assessment program as well as the rating of overall school performance in California resulted in significant modifications to the forecast for grant implementation. A combined waiver request is currently under review by the Office of Innovation and Improvement.

PERFORMANCE-BASED COMPENSATION

- Two career ladder programs, Professional Development Leaders (PDLs) and New Teacher Mentors (NTMs), make up the extent of TIF-funded performance-based compensation in the second grant year. Non-TIF funding, provided by the Bill and Melinda Gates Foundation, made possible the second year of performance-based bonuses for teachers rated Effective or better.
- The schedule for the implementation of performance-based compensation is directly affected by unanticipated changes to the assessments and school performance measurements in California.