



Putnam County School District | Florida

SUMMARY

The Putnam County School District (PCSD) endeavors to create comprehensive, fair measures of teachers, principals, and other instructional personnel and award performance-based compensation at the school level to encourage exemplary and highly effective staff to move to or remain at high-need schools. The district is developing enhanced assessments of student academic performance. A first-time Teacher Incentive Fund applicant, PCSD is implementing its proposed program in 18 schools serving 11,000 students. It bases the performance-based compensation system (PBCS) on improved measures of instructional effectiveness, and student performance.

PROGRAM GOALS AND EVALUATION

The project objectives include improved, comprehensive, and fair measures of teachers, principals, and other instructional personnel. This includes student performance assessments, enhanced assessment of student academic performance, parental involvement, and definition of a distribution of performance-based compensation at the school level to encourage exemplary and highly effective staff to move to/remain at high-need schools.

State: Florida

Location: Palatka

Award amount: \$6,911,754

TIF Cohort: 3

STEM Grantee: No

Number of districts participating: 1

Number of schools participating: 18

Number of teachers eligible: 750

Number of principals eligible: 39

Superintendent: Phillis L. Criswell

Key program staff:

Deborah Decubellis, Project Director

Email: ddecubellis@my.putnamschools.org

Helen Muir

Laura France

Alice Mc Innis

REWARD STRUCTURE

The reward structure is based on a teacher effectiveness score comprising the instructional practice score and student growth scores. Teachers and administrators scoring at the highest levels are eligible for a 5 percent award of the district's beginning teacher salary.

YEARS 1-4 HIGHLIGHTS

- The District worked with the Putnam Federation of Teachers to develop an equitable process for evaluating teachers using standardized and local assessments to account for 50 percent of a teacher's evaluation.
- Putnam developed its principal evaluation system. It has a formal system in place that aligns to the state system (four domains).
- The District has practices in place to ensure inter-rater reliability and validity of teacher and principal ratings and a system to capture the observation information.
- The ICC (Instructional Curriculum Coaches) Team was created to guide, oversee, and train teachers at the school level on best practices and data analysis.

YEAR 5 OUTLOOK

Year 5 poses a challenge for the district, as a result of statutory requirement. Teachers are faced with making the decision to give up their Professional Services (PC) contract or Continuing Contract (CC) in order to participate in Pay for Performance. The teacher's union has been a supportive and a strong collaborative partner throughout the five-year grant cycle. Once we have a ratified union contract, the district will be able to go forward with Year 5 TIF participation sign ups. As a result of the statutory requirement, the district anticipates a significant decrease in the percentage of teachers opting into the TIF / Pay-for-Performance process when compared to the prior years.

SUSTAINABILITY

The district has worked closely with the union to develop a tentative Pay-for-Performance salary schedule that will be up for final ratification. Once ratified, all PC and CC instructional staff members will have the option to give up their current contract and participate in the new Pay-for-Performance structure. The district has set aside dollars to support the statutory requirement and will continue to promote the process.

PERFORMANCE-BASED COMPENSATION

Year #3—PCSD completed the payout process for all 464 eligible instructional employees on October 30, 2013.

Payout amounts are listed below:

- 153 received \$3,081.34
- 249 received \$1,268.78
- 7 received \$725.02
- 55 received \$362.51

Year #4—PCSD completed the payout process for all 522 eligible instructional employees on December 18, 2014.

Payout amounts are listed below:

- 166 received \$2,500.00
- 356 received \$1,250.00