



Region 18 Education Service Center | Texas

SUMMARY

The goal of the Texas Teacher Incentive Fund (TIF) program is to increase student achievement in 26 high-need schools in Texas. Texas TIF provides differentiated compensation by rewarding incentives to teachers and principals based on individual and schoolwide value-added scores as well as teacher and principal evaluations. The program bases teacher incentives on individual classroom and schoolwide value-added scores, as well as classroom observations. For principals and assistant principals, the program bases incentives on school-level value-added scores and principal evaluation scores.

Texas TIF also rewards teachers for remaining in the classroom while taking on leadership roles such as master and mentor teachers and provides recruitment incentives to effective teachers and principals in hard-to-staff positions.

PROGRAM GOALS AND EVALUATION

The Texas TIF program has two goals: (1) improve student achievement in high-need schools and (2) recruit and retain high-quality educators in high-need schools and hard-to-staff subjects. An external evaluator is conducting a formal evaluation of the program based on those goals. Texas TIF will obtain data through the administration of both outcomes and implementation studies. The outcomes study will determine the impact of the Texas TIF project on student achievement and graduation rates. The implementation study will determine TIF implementation project wide, identifying facilitators and challenges of implementation. The evaluator will develop a toolkit to communicate the results and lessons learned to interested parties.

State: Texas

Location: 9 school districts across Texas (Boys Ranch ISD, Grand Prairie ISD, Hearne ISD, Lancaster ISD, Monte Alto ISD, Mullin ISD, New Caney ISD, Richardson ISD, and Somerset ISD)

Award amount (estimate): \$26,562,311

TIF Cohort: 3

STEM Grantee: No

Number of districts participating: 9

Number of schools participating: 26

Number of teachers eligible: 1,075

Number of principals eligible: 73

Superintendent: N/A

Key program staff:

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REWARD STRUCTURE

Teachers receive evaluations based on three components: TAP evaluation scores (50 percent), classroom value-added scores (30 percent), and schoolwide value-added scores (20 percent). The evaluation system for teachers who do not receive a classroom value-added score is based on TAP evaluations (50 percent) and schoolwide value-added scores (50 percent).

Principals receive evaluations based on three measures: schoolwide value-added scores (50 percent), VAL-ED principal evaluation scores (30 percent), and TIF Leadership Team observation scores (20 percent).

YEARS 1-4 HIGHLIGHTS

In Year 1, Region 18 ESC guided Texas TIF schools through the development process of building a successful implementation plan for the TAP System at their campus. The grantee held several planning meetings, including a district-level grant kick-off meeting, a principal kick-off meeting, and a training on the hiring process for TAP master and mentor teachers. A TIF advisory board began meeting in 2011 to discuss the overall TIF program and specifically financial recruitment incentives and the principal compensation system.

In Years 2 and 3, Region 18 ESC provided training and technical support through multiple onsite visits and meetings to ensure program success using the TAP model. Region 18 ESC also held two principal meetings, during which principals received training on program leadership, capacity building, and best practices for using data at their campuses.

In Year 4, Region 18 ESC continued to conduct numerous onsite visits and trainings for TIF schools to support teachers, principals, and district administrators in implementing the VAL-ED principal evaluation system, value-added methodology, and strategies that make campus reform successful. NIET provided TAP training and TAP support to the campuses to ensure fidelity of TAP implementation.

YEAR 5 OUTLOOK

In Year 5, Region 18 ESC will continue to provide training and support on effective instructional strategies and motivating and retaining high-quality educators to assist with Texas TIF project implementation and sustainability. NIET will also provide training in Year 5 on building capacity of master and mentor teachers to improve educator quality and sustain components of the TAP System.

SUSTAINABILITY

Participating TIF school districts have submitted sustainability plans identifying strategies and funding sources that will be used to sustain components of the project beyond the life of the grant. During Years 3–5 of the project, participating districts assumed increasing match contributions for differentiated compensation to support project sustainability. In addition, Region 18 ESC is providing support on adapting district and campus improvement plans, including resource allocation, to assist with sustainability. Districts will explore funds from local, state, and federal professional development and mentoring programs to sustain the project beyond the life of the grant.

PERFORMANCE-BASED COMPENSATION

- Master teachers and mentor teachers receive salary augmentations of \$10,000 and \$5,000, respectively, for taking on additional roles and responsibilities.
- Teachers: Performance pay pool of \$2,000 per teacher
- Principals: Performance pay pool of \$2,000 per administrator
- Year 4 performance payouts are being paid out in Year 5. The final results are not available at this time.