



Wake County Public School System | North Carolina

SUMMARY

The Wake County Public School System is located in the Raleigh, North Carolina, metropolitan area; it includes 159 schools that serve approximately 143,289 students. One school, Wilburn Elementary, is participating in the Wake County Public School System's TIF program. Wilburn Elementary is a Title I year-round school; approximately 59 percent of its student body qualifies for free or reduced-price lunch. In 2008, the elementary school began implementing the TAP school reform model that aligns with the goals of the TIF program. The four key elements of TAP are multiple career paths, ongoing applied professional development, instructionally focused accountability, and performance-based compensation.

PROGRAM GOALS AND EVALUATION

The Wake County Public School System has three long-term program goals:

1. Improve teacher effectiveness
2. Improve student learning across the curriculum
3. Close the existing achievement gaps

The school district has a comprehensive evaluation plan to ensure that it is successful in meeting these goals. The evaluation includes both quantitative and qualitative measures. The district's Department of Evaluation and Research (E&R) oversees a contract evaluator. E&R met with the contract evaluator to discuss the evaluation plan, expectations, status, analyses, and reports. The school district uses a logic model to guide the evaluation.

State: North Carolina

Location: Raleigh

Award amount: \$1,809,369

TIF Cohort: 3

STEM Grantee: No

Number of districts participating: 1

Number of schools participating: 1

Number of teachers eligible: 63

Number of principals eligible: 1

Superintendent: James Merrill

Key program staff:

Mary Roe, Project Director

Email: mroe2@wcpss.net

Melanie Rhoads, Senior Director of State and Federal Programs

REWARD STRUCTURE

Administrators may receive an award based on three components as follows:

1. Whole School Growth – Value-added score of 4 or higher
2. Individual Growth – Scores a 3 or higher on the TAP Leadership Rubric
3. School Growth – School scores a 4 or higher on the NIET Annual TAP Best Practices Review

Teacher assistants may receive an award based on two components as follows:

1. Whole School Growth – Value-added score of 3 or higher
2. Observational data – Scores at least “exceeds expectations” on end-of-year evaluation

Grade 4-5 teachers may receive an award based on three components as follows:

1. Whole School Growth – Value-added score of 3 or higher
2. Individual Growth – Value-added score of 3 or greater
3. Observational Data – Scores at least 2.5 on Skills, Knowledge and Responsibility (SKR)

Grade Pre-K-3 teachers may receive an award based on two components as follows:

1. Whole School Growth – Value-added score of 3 or higher
2. *Observational Data – Scores at least 2.5 on SKR

***Master teachers** must score at least 4 on the SKR

***Mentor teachers** must score at least 3.5 on the SKR

YEARS 1-4 HIGHLIGHTS

- Participating administrators and teachers whose students demonstrated growth on the year’s state assessment received awards through the performance-based compensation system.
- Over the four years, anywhere from 93 to 100 percent of teachers were deemed effective.
- NIET is providing onsite professional development to deepen understanding for coaching and enhance teacher effectiveness.

YEAR 5 OUTLOOK

The outlook for Year 3 of the TIF grant stayed consistent with the original grant with a focus on implementing the reform strategy TAP, with the support of NIET to implement this strategy with fidelity.

SUSTAINABILITY

The Wake County Public Schools proposal for sustainability and use of the TIF no-cost extension funds falls in line with the original and approved project scope for its TIF grant as follows:

1. Pay performance-based bonuses for 2014–15 school year
2. Replace the master teacher position to an instructional coach position, which provides the same responsibilities at the school
3. Continue to fund salary differential for the mentor teachers
4. Replace the rigorous TAP Instructional Observational rubric with a newly designed evaluation provided by the NC Department of Public Instruction

PERFORMANCE-BASED COMPENSATION

The total amount for performance-based compensation was \$152,667. The TIF grant funded \$145,214, and the non-TIF contribution was \$7,453.25.