



Senate Education Committee
5/18/2012
Dr. David Lussier
Austin Independent School District

Our Theory of Action

If AISD improves its recruitment and retention of high-quality staff and supports and rewards their exemplary practice, the District will improve teaching and learning for all students.



AISD REACH

Program Components

1. Student Performance

1. Professional Development

2. Leadership Pathways

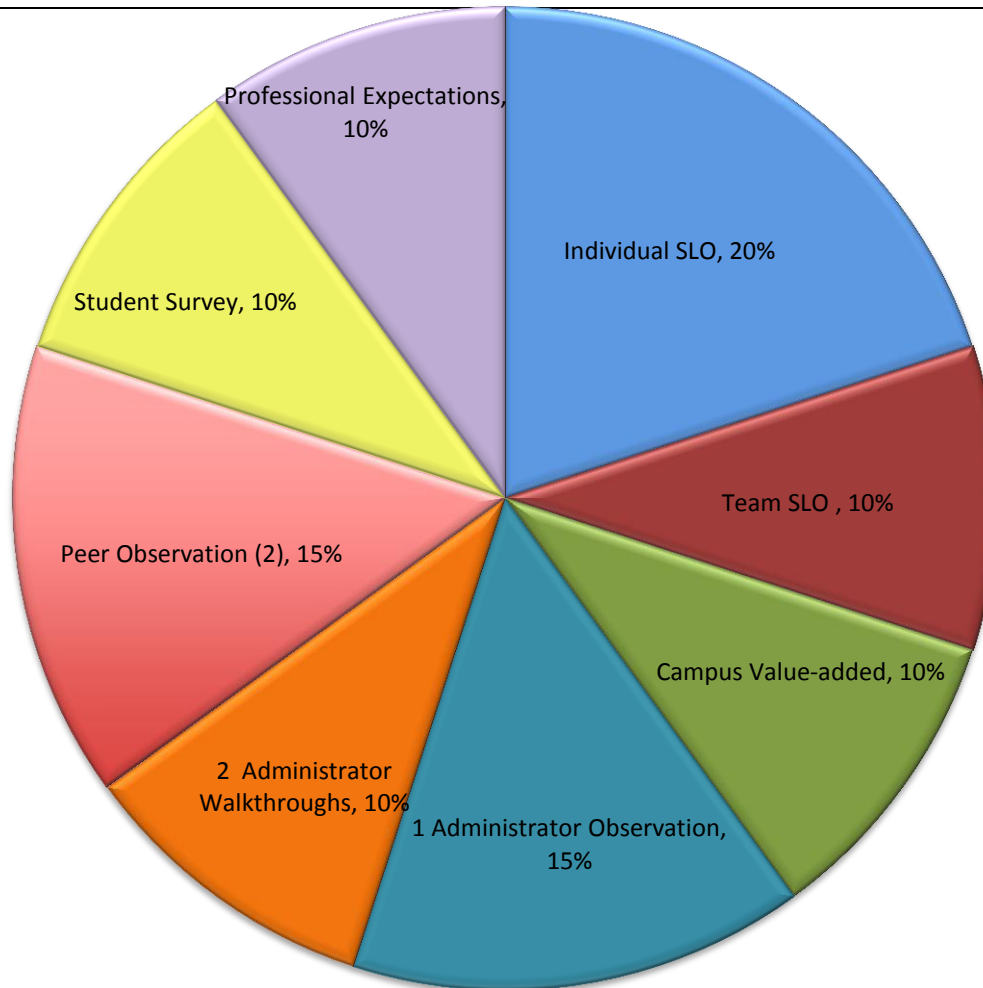
3. Targeted Recruitment / Retention

1. Evaluation



AISD REACH Program Overview - TEACHERS

Strand	Program	Description	Compensation
Student Growth	Individual Student Learning Objective	Teachers work with campus administration to write one objective that focuses on an area of need, give a pre-test to set a growth target, and systematically progress monitor student growth. Teachers will post-test at the end of the year/semester to determine if target is met. Teachers must complete the SLO process to be eligible for any additional stipends.	\$1,500
	Team Student Learning Objective	Team Choice - Groups of teachers will write a team SLO based on all the students in a course using a common assessment. Core teachers must participate in a team SLO. Non-core teachers may choose to join a core team or may form their own. Teams work with campus administration to create an objective focused on an area of need, give a common pre-assessment to set a growth target, and systematically progress monitor student growth. Teams will post-test at the end of the year to determine if target is met.	\$2,000
		Individual Choice - same as Individual SLO - this applies only to non-core teachers or core teachers without a team or by special circumstance.	\$1,500
	Campus-wide Objectives	Campus Basket of Measures approved by Associate Superintendent - 4 measures - Campus must meet 3 out of 4 1. Value-added (one standard error or better in reading and math) 2. Campus Choice of TAKS/STAAR measures 3. Campus Choice of College Readiness measures 4. Campus Choice (additional stipend for 4 out of 4)	\$2000 \$3000
Professional Growth	Professional Development Unit (optional)	Groups of teachers may engage in study and reflection for an area of need and implement strategies to improve practice and student achievement. Teachers will present findings in end of year report. Teachers can choose to create an original PDU, from a menu of options, or participate in Take One!	\$1,500
	Mentoring	Novice teachers receive support in instruction, lesson planning, classroom management, and other challenges teachers face each day.	\$0
Leadership Pathways	Mentors	Master teachers who have been freed from their own teaching duties to work directly with new teachers. Mentors are on a 197 day contract. Mentors receive half of campus-wide award if the school achieves.	\$3000 \$2000
	Peer Observers	Teachers who have been freed from teaching to observe teachers' practice using the instructional practice and classroom climate rubrics. Peer Observers work 197 day contract.	\$0
	SLO Facilitators	Campus staff who provide support for the SLO process. They also receive 6 substitute days.	\$1,500
	PDU Facilitators	Teachers who oversee the PDU process	\$1,000
Evaluation	Performance Evaluation	Administrator observations plus student growth (at select campuses)	\$0
	Peer Observations	External colleagues will evaluate practice twice a year using the instructional practice and classroom climate rubrics	\$500
Hard to Staff Recruitment and Retention	Years at School	Teachers who have been at the campus 1-3 years	\$1,000
		Teachers who have been at the campus 4 or more years	\$3,000



Teachers	
Student Growth	
Individual SLO	20%
Team SLO	10%
Campus Value-added	10%
Observations of Instructional Practice and Classroom Climate	
1 Administrator Observation	15%
2 Administrator Walkthroughs	10%
Peer Observation (2)	15%
Student Input	
Student Survey	10%
Professional Expectations	
Professional Expectations	10%

Draft Teacher Appraisal System

Challenges

1. Infrastructure
 - a. Technology
 - b. Staff
2. Communications
3. Measurement Challenges
 - a. Non-tested Grades
 - b. Non-tested Subjects
 - c. Use of Value-Added Data
4. Ensuring Quality Feedback / Responsive Support

Contact Information

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Visit the AISD REACH Website:

www.austinisd.org/compensation