

TIF 4 Overview

- Teachers & principals must be at the table to develop the new evaluation system, professional development, leadership positions, and educator salary structure
- Human Capital Management System aligned with district evaluation system
- Funding available to support development and implementation of HCMS as well as to develop and improve systems and tools that support the PBCS and benefit the entire district
 - Web-based employee management system aligned to evaluations and PD
 - Other assessments
 - Etc.
- Year 1 is design year
- Year 2 pilot evaluation system in some schools
- Year 3 evaluation system used district wide
- Evaluation system must include multiple measures of performance, with each educator receiving an overall rating
 - Evaluation rubric with at least 3 levels
 - Two or more observations for each educator annually
 - Student Growth at the classroom level
 - May include Student Learning Objectives developed by teachers
 - Additional factors as determined by teachers & principals
 - Portfolios
 - Surveys
 - Etc.
- Performance Based Compensation Design Models
 - Design Model 1: Additional compensation for teachers and principals rated effective or higher. As well as compensation for those teachers and principals receiving a rating or effective or higher who take on additional responsibilities or leadership roles
 - Design Model 2: Additional compensation for teachers and principals rated effective or higher AND who take on career ladder positions
 - Additional compensation also available for educators hired to work in high need school
- Funding available for professional development systems to support the needs of teachers and principals identified through the evaluation system
- No matching funding required
- Implement a new salary structure based on effectiveness by the 5th year of the grant