



---

# Region One Incentive Strategies for Educators

## *Promoting Educator Effectiveness through HCM and PBC Systems*

---

APRIL 21, 2017



# USDOE

## 13 Successful Grantees

---

### Region One Education Service Center – Texas

- Cross Country School District – Arkansas
- Harmony Public Schools – Texas
- Louisiana Department of Education – Louisiana
- Maricopa County Education Service Agency – Arizona
- Mastery Charter High School – Pennsylvania
- The National Institute for Excellence in Teaching – California
- New Schools for New Orleans – Louisiana
- Pitt County Schools – Nevada
- San Antonio Independent School District – Texas
- School Board of Broward County – Florida
- Texas Can Academies – Texas
- Youth Empowerment Services – Texas

2017©REGION ONE EDUCATION SERVICE CENTER



# State and National Perspective— Human Capital Initiatives

---

## **Focus on Incentive Pay/Performance-Based Compensation**

2006/2007 Texas (GEEG, TEEG, DATE)

2006/2007 Nationally (Teacher Incentive Fund)

## **Focus on Teacher and Principal Evaluation Measures**

2010 Nationally (Teacher Incentive Fund and SIG)

2012 Texas (Teacher Evaluation Pilot) and Texas Teaching  
Commission

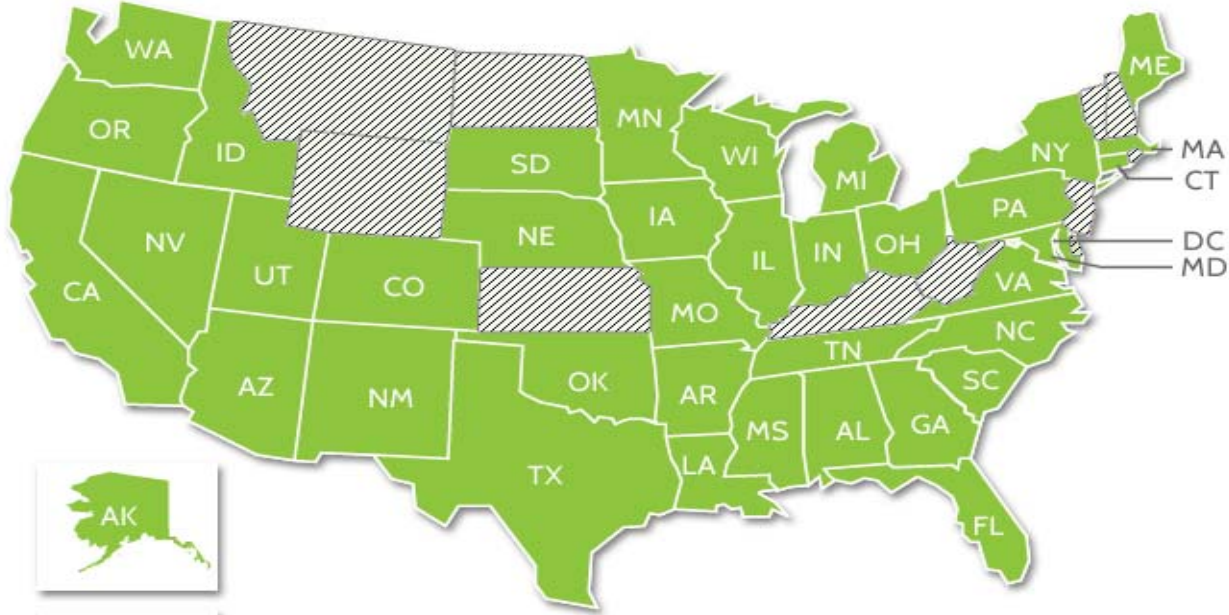
2014 Texas (new teacher and principal evaluation system that  
includes student growth measures)

## **Focus on Building Human Capital Management Systems**

2012 Nationally (TIF)



# States Engaged in Educator Compensation Reform



Click on a solid-colored state to learn more about Educator Compensation Reform in particular states and districts.

**States with Educator Compensation Reform Initiatives**  
States with no Educator Compensation Reform Initiatives

# PROJECT RISE: REGION ONE INCENTIVE STRATEGIES FOR EDUCATORS

The goal of Project *RISE* is to create a K-12th grade pipeline of highly-effective teachers, leaders and educators to increase ALL students' academic achievement, graduation rates and college enrollment.



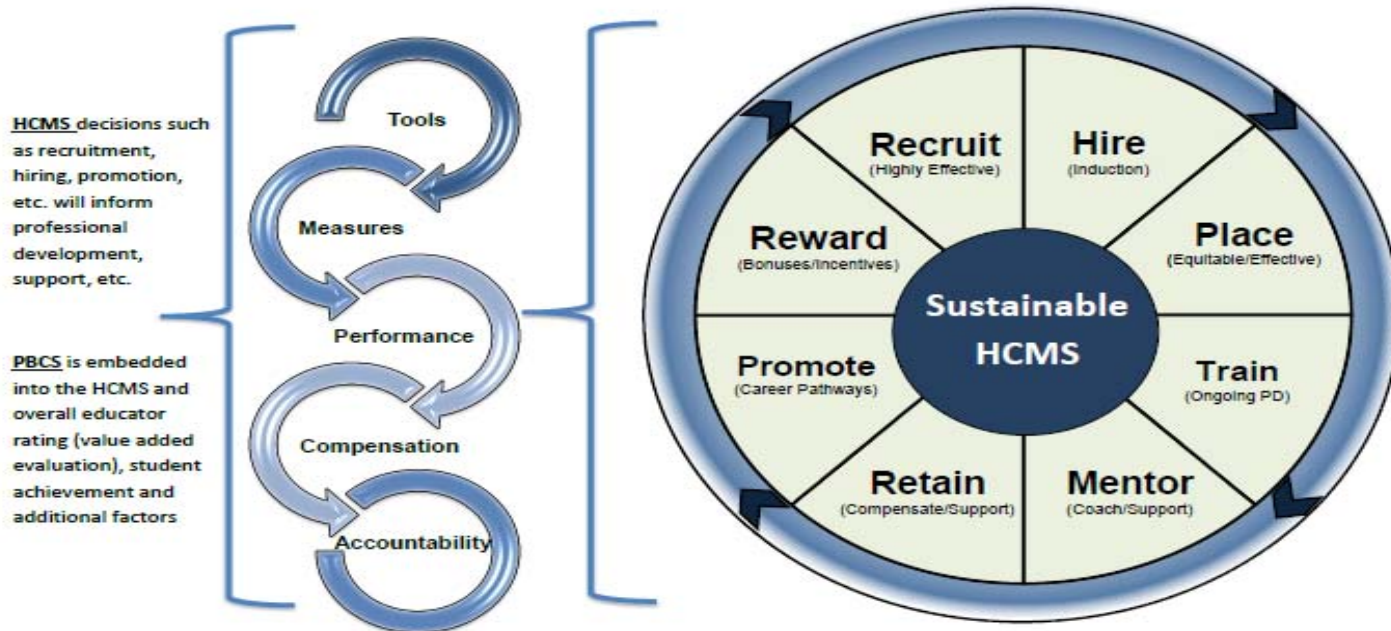
2017©REGION ONE EDUCATION SERVICE CENTER



# Project RISE HCMS/PBCS Model



## Project RISE HCMS/PBCS



2017©REGION ONE EDUCATION SERVICE CENTER



# What is Human Capital Management?

---

The "People Side" of Education Reform

Systemic process of aligning district academic goals with campus organization and practices

Changes the way a district does business – from curriculum & assessment to educator recruitment, retention and compensation



## Human Capital Management System- Human Resource Strategies

---

Implementation of performance-based compensation system for teachers and principals using multiple measures including evaluation scores and student growth measures

Districts will examine current HR system and reform practices to align HR strategies with district human capital needs



# Human Capital Management System- Professional Development

---

PD linked to evaluation data

School-based, job-embedded opportunities to transform practice – Professional Learning Communities

One-on-one mentoring to enhance reflection of teaching practices



# Strategies

## Human Capital Management System (HCMS)

---

- Effective Recruiting and Hiring
- Induction
- Coaching and Mentoring
- Teacher Retention

## Performance Based Compensation System (PBCS)

- Creating Career Pathways
- Performance Assessment
  - Teacher and Educator
  - Principal
  - Assistant Principal



# Strategies

---

- ❑ **Supporting** recruitment, development, and retention of highly-effective teachers, school leaders and other educators
- ❑ **Promoting** career advancement
- ❑ **Rewarding** educators for high-level performance through a value-added, performance-based incentive plan that provides financial compensation to selected educators in addition to their salary



# What is PBCS?

---

PBCS (Performance Based Compensation System) is a system of compensation for teachers, principals, and other school leaders that differentiates levels of compensation based in part on measurable increases in student academic achievement.

- Differentiated levels of compensation, may include bonus pay, based on the employment responsibilities and success of effective educators
- Recognition of the skills and knowledge of educators



# Project *RISE* Purpose

- ❑ Supports the use of **performance-based compensation**, and other **human capital strategies**
- ❑ Increase students' **access to effective educators** in high-need schools, and to expand the array of promising approaches
- ❑ **Helps educators** and other personnel to **succeed**



# Eligibility Requirements for PBCS

- Includes a combination of classroom observations, classroom performance, and school-wide performance with evaluators to calculate compensation
- Selection of evaluation appraisal instruments for both teachers (T-TESS/TAC Chapter 149) and principals (T-PESS/TAC Chapter 149 Principal Standards)
- Determination of “Others” included in the PBCS
- Selection and development of growth for core teachers in non-tested subjects or grade levels



# Project *RISE* Requirements for Teachers

---

- Includes a combination of classroom observations, classroom performance, and school-wide performance with multiple evaluators to calculate compensation.
- All teachers are evaluated using the T-TESS appraisal instrument or District based evaluation instrument aligned to the TAC Chapter 149 teaching standards.
- All teachers identify instructional goals and track student growth through Value-Added measures.
- All teachers participate in professional development to support effective instruction and student success.



# Award Percentages

- Project *RISE* teachers will be eligible to receive up to \$3,000 under PBCS.
- The following percentages are allotted for the three components:

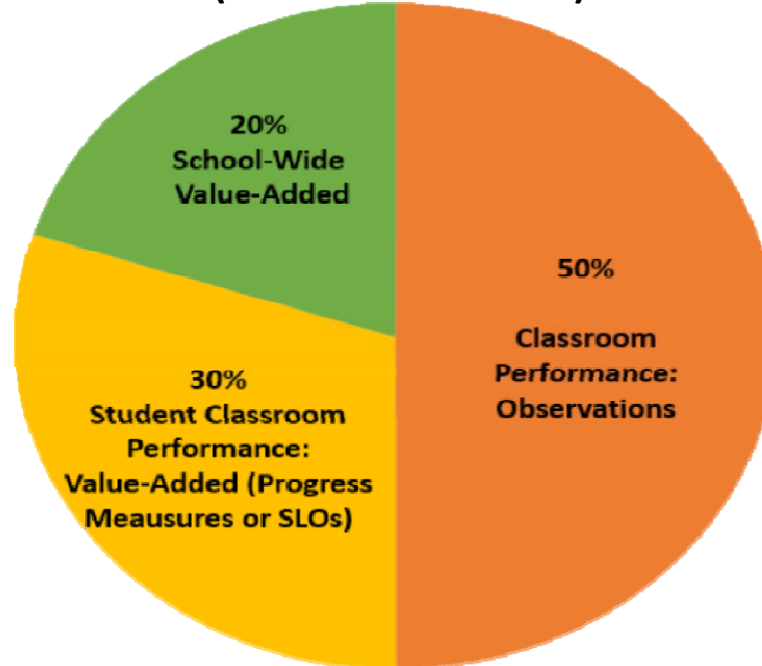
PCBS	Option 1		
	Classroom Observation	Student Performance	Performance School Wide
Component	<b>O</b>	<b>P</b>	<b>SW</b>
Weight of Score	50%	30%	20%





# Evaluation Performance Measures

## Teacher Performance Evaluation Model (Core and Non-Core)



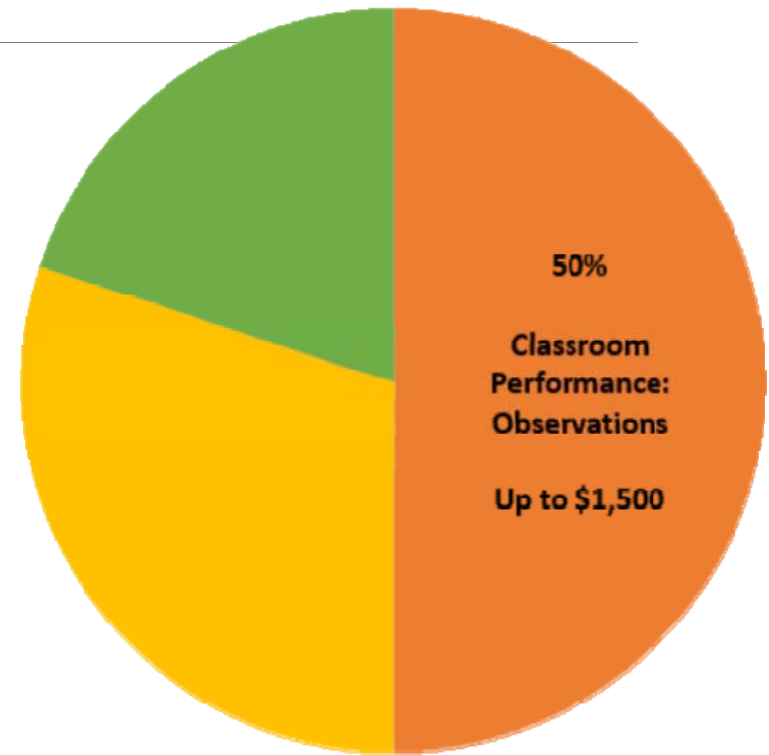
2017©REGION ONE EDUCATION SERVICE CENTER



# Teacher Classroom Performance Compensation

**How much of the total compensation is determined by the overall Teacher Performance Rating?**

- Fifty percent of the teacher evaluation model is determined by classroom performance.
- Compensation is based on the overall teachers' performance rating on the T-TESS Rubric (or equivalent).
- Teachers are eligible to receive up to \$1,500 under Part I of the evaluation model.



# School-Wide Value-Added Compensation

**How much of the total compensation is determined by the School-Wide Value-Added?**

- Twenty percent of the teacher evaluation model is determined by school-wide value-added.
- Twenty percent of the total compensation is designated for overall school-wide value-added.
- Teachers are eligible to receive up to \$600 under part III of the evaluation mode.

