



Photo courtesy Flickr

Paying for Results

Brooke Terry, Texas Public Policy Foundation

December 2, 2009

Texas

- Student Enrollment: 5 million
- 1,031 traditional school districts plus 200 charter districts

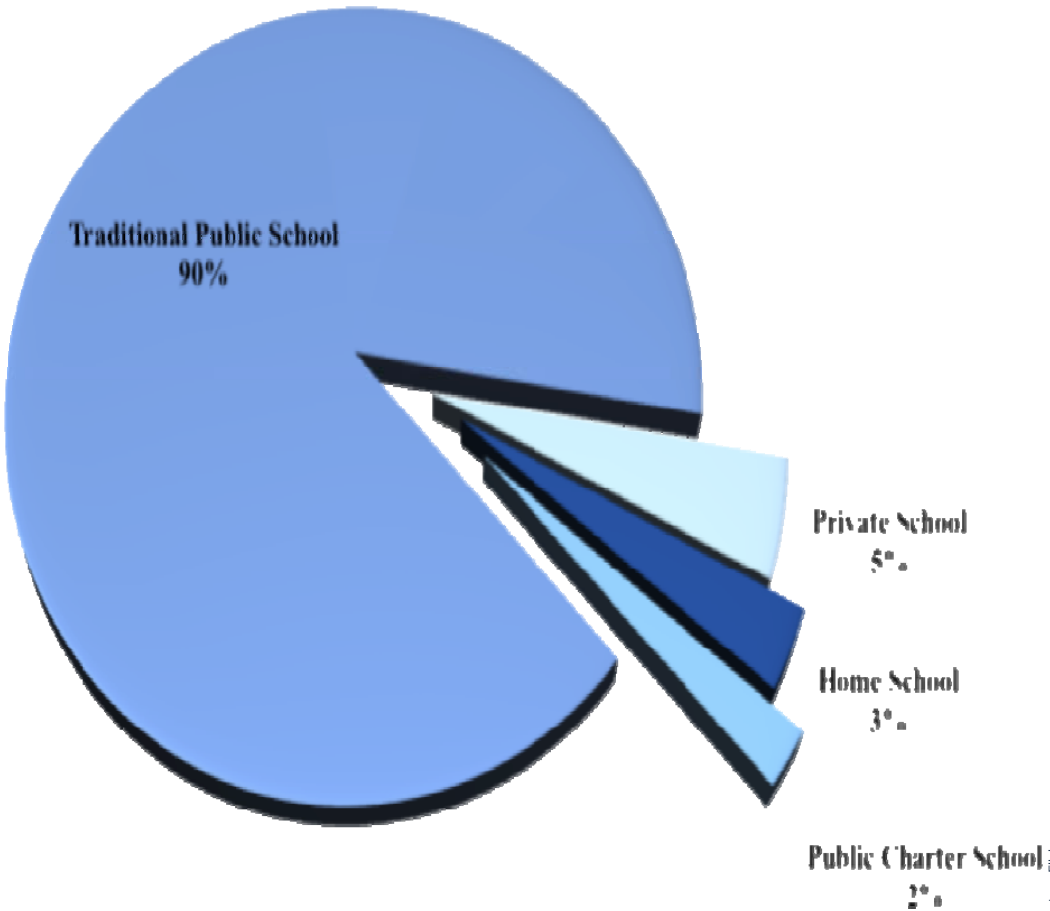




Photo courtesy Flickr

Texas' incentive pay plan

- ❖ State level grant program created by the Governor in 2005 & Legislature in 2006
- ❖ 2009-10 school year:
 - ❖ \$197 million (60/40 split)
 - ❖ 395 school districts participating representing 2.8 million students

Salary Schedule

- Created in 1921
- By 1951, used in 97% of schools
- Doesn't distinguish between ineffective & effective teachers
- Pays all teachers the same regardless of expertise (P.E. teacher vs. physics teacher)
- Pay determined by seniority & advanced degrees
- Encourages teachers to obtain advanced degrees in education

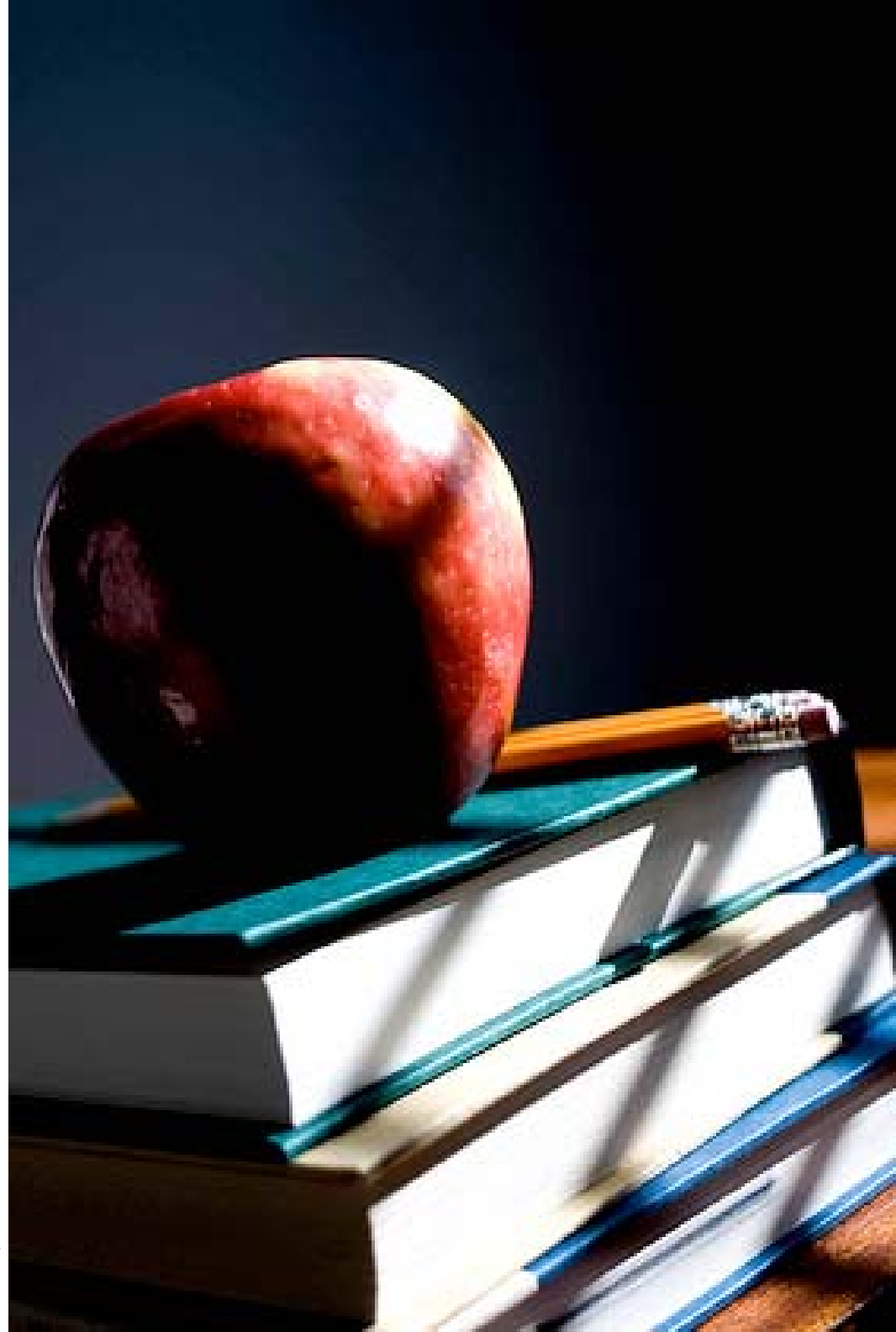




Photo courtesy Flickr

Houston ISD

- ❖ Largest school district in Texas & 7th largest in the nation
- ❖ In 2008, HISD began ASPIRE program (Accelerating Student Progress Increasing Results and Expectations)
- ❖ Goal of ASPIRE - attract & retain high quality teachers which will lead to increased academic achievement

Houston ISD's ASPIRE plan

Use value-added data to measure student academic progress or “growth” over the course of a year

3 Strands of Bonus:

- 1) Campus
- 2) Individual teacher
- 3) Campus improvement

All instructional staff can earn an additional 10% for perfect attendance

Provide training to teachers, parents & community on how to interpret the value-added data



Funding

- ☞ Paid out \$31.5 million in bonuses last year (\$68 million over last 3 years)
- ☞ Core teachers can earn up to \$10,300 + attendance bonus
- ☞ Federal TIF grants through the U.S. Department of Education
- ☞ Percentage of Payroll/Tax Rate
- ☞ Private Sources:
 - Broad Foundation
 - Gates Foundation
 - Dell Foundation
 - Other private foundations



Results

Increased # of schools receiving top state accountability ratings

Increased % of students achieving the highest level of performance on state test

Fewer resignations

Transformed teacher mindset from % passing state test to each student's academic growth

Using data to find best practices and sharing them

Changing recruiting process



Brooke Dollens Terry

Center for Education Policy,
Texas Public Policy Foundation

Phone: (512) 472-2700

Email: bterry@texaspolicy.com

