

Hillsborough County Public Schools Performance Outcomes with Effective Rewards

Performance Outcomes with Effective Rewards (POWER) is an incentive system for teachers and administrators that will be linked to both performance and student achievement. POWER will be implemented in high-need schools. In the first year of the grant, POWER will be implemented in 21 schools as a pilot. The results of the pilot will help refine the program, which will be implanted in additional schools during each year of the Teacher Incentive Fund grant.

Needs Assessment Results and General Information

Hillsborough County, Florida, includes Tampa, a large urban city and several outlying municipalities and communities. Supporting over 1 million people, the county is economically and ethnically diverse. The annual population growth has exceeded both national and state rates for the past 6 years, including a 31 percent growth rate in the number of children ages 5 to 14. Hillsborough County Public Schools is the eighth largest school district in the United States and serves more than 190,200 students in 206 schools in urban, suburban, and rural areas.

Background

Hillsborough County Public Schools has a mandated teacher incentive program called the Merit Award Program (MAP). Teachers and administrators at all schools are eligible to participate in MAP; however, the program does not offer differentiated compensation to teachers and administrators working in high-need schools. The POWER initiative will provide compensation for teachers and administrators in high-need schools that are deemed effective using MAP measures. Using performance ratings and effectiveness (student

achievement) as a basis, teachers and administrators at high-need schools will be eligible for both programs. The first year will be a pilot with 21 of the highest need schools. Administrators in the targeted schools will be able to participate in the Institute for Leadership Reform, established through partnership with the University of South Florida College of Educator's Anchin Center.

Incentives

In the 2005-06 school year, Florida State Statute 1012.01(2) (a)-(d) mandated a performance-based system for teachers that included student achievement. Districts were able to develop their own plans or use a state plan. The criteria for eligibility for an incentive in Hillsborough County Public Schools are performance ratings and student achievement. Teachers and administrators can earn up to an additional 5 percent of their salary with the MAP system and up to an additional 5 percent for the POWER system.

The 2007–2008 school year was the first in which teachers and administrators at POWER schools were eligible for incentive pay. A total of 243 teachers and administrators at the original 21 POWER schools received payments of \$1,091.96 each in October 2008.

LOCATION(S)	Hillsborough County, Florida
GRANT AMOUNT	Year 1: \$3,088,827 5-year total: \$15,402,538
DURATION	5 years
AWARD DATE	June 2007
PARTNERS	University of South Florida

Evaluation

The evaluation is designed to align with the Continuous Improvement Model. This method relies on inputs, processes, and outputs to support project decisions. An ongoing review of project data enables modification strategies. Data from the implementation of POWER in the pilot sites will be used to refine the program.

Resources

District matching funds will be generated each year of the project from the General Operating Performance Pay reserve. The Hillsborough County Public Schools will contribute an increasing percentage of the compensation funds. In year 5, the county will contribute 75 percent of the funds.

Data Systems

The project includes an update of the district's data collection and management system. The new system will be district-wide, and data will be stored in a common repository. The system will have the capability of disaggregating data, responding to queries, and generating reports.

Year 1 Activities

The TIF project team was invited to participate in a panel discussion at the 2008 grantee meeting to share our experience with the development of end-of-course exams for subject areas not covered by standardized tests. We continue to refine the capabilities of our data warehouse to provide individualized reports to eligible staff, as well as to validate the data entered into the system in a continuous feedback loop. The first

Institute for Leadership Reform began in June 2008 and had overwhelming positive feedback from participating principals. Communication was a strong focus of Year 1, with multiple and diverse information opportunities provided to all participants. Teamwork was exceptional as shown by consistent cooperation from all district divisions and a strong partnership with the University of South Florida.

Personnel from the Department of Staff Development developed 13 training components to help address the grant objective of providing professional training in data analysis, communication, and group and individual goal-setting. A total of 662 professionals participated in POWER training courses during 2007-08.

Outlook for Year 2

For the 2008-09 school year, the Hillsborough County TIF/POWER program is adding 95 schools—to make a total of 116 elementary, middle, and high schools. All instructional employees and administrators at the 116 POWER schools will have access to a POWER Conference Center, which is located on their email sites. This conference center will facilitate communications by providing TIF/POWER information and a listing of the latest professional development courses and trainings being offered to POWER employees.

In addition to adding more schools in 2008-09, we are also adding additional Teacher Ambassadors. Teacher Ambassadors are instruments of communication to encourage teacher recruitment and teacher retention in the high-needs POWER schools in Hillsborough County.