

Lynwood Unified School District Quest for Success

All schools in the Lynwood Unified School District will participate in the Teacher Incentive Fund (TIF) grant. The incentive program is designed to increase student achievement and teacher retention in difficult-to-staff positions. Additionally, the program offers incentives for taking on additional roles, such as grade-level chairperson. The program will foster collegiality among staff by awarding incentives based on grade-level or department-level gains in student achievement.

Needs Assessment Results and General Information

Lynwood Unified School District serves Lynwood, a city of 70,000 residents, located 15 miles south of downtown Los Angeles in Los Angeles County. The district has 905 teachers and 18,000 students. Ninety percent of the students are Latino, 8 percent are black, and 2 percent are of other races and ethnicities. Approximately 44 percent of the students are English learners. Almost 88 percent of them are eligible for free or reduced-price meals. As a district, Lynwood is in Program Improvement Year 1.

Background

The Quest for Success program will augment the district's plan to increase student achievement by offering incentives to teachers and principals for gains in student achievement. The system will also include financial incentives for leadership activities or taking on additional responsibilities. Another goal of the program is to recruit and retain teachers in difficult-to-staff positions, such as secondary math and science and special education.

Quest for Success is designed to foster collegiality among staff by making awards to all teachers in the grade level at an elementary school and all teachers at the core-subject department (secondary) level when targets are met.

Incentives

Incentives for principals and assistant principals will be based on school-wide achievement. For elementary-level teachers, incentives will be based on grade-level performance of students as well as on a school-wide measure. In a secondary school, teachers will receive incentive awards based on performance of students in core-subject departments—English language arts, math, science, social studies—as well as a school-wide measure. Each grade level has a specific indicator to determine eligibility for the award and a specific award amount. The indicators are tied to specific increases in student achievement test scores. The recruitment and retention incentives are also linked to specific indicators, including obtaining certification in specific areas, National Board Certification, and No Child Left Behind competencies.

LOCATION(S)	Lynwood, California
GRANT AMOUNT	Year 1: \$2,288,832 5-year total: \$11,842,328
DURATION	5 years
PARTNERS	None

