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Paying for Results

Brooke Terry, Texas Public Policy Foundation

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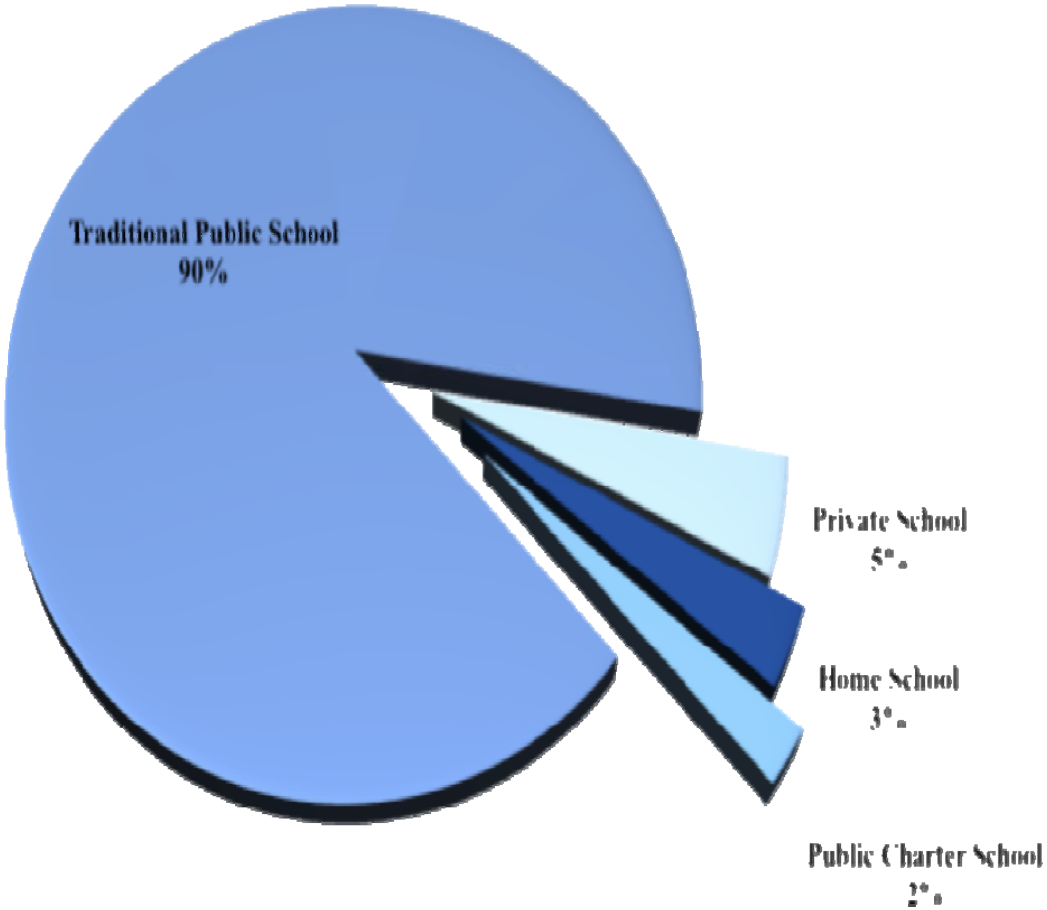
Texas

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



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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

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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

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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

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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

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Brooke Dollens Terry

Center for Education Policy,
Texas Public Policy Foundation

Phone: (512) 472-2700
Email: bterry@texaspolicy.com

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