



**2008-2009
District Improvement Plan**

**PART SEVEN:
SUMMARY OF STRATEGIC
COMPENSATION PROGRAM**

AISD REACH

Background

As part of the vision of the Austin Independent School District's 2005-2010 Strategic Plan, a four-year strategic compensation pilot, called AISD REACH, was developed and designed to advance the district's ongoing efforts to recruit and retain the very best teachers and principals for Austin's schools. By providing greater supports and incentives to teachers, principals, and staff, this program seeks to ensure that all students achieve new levels of academic excellence and have access to high quality teachers.

During the 2007-2008 school year, AISD REACH began its first year with nine schools participating in the program, including six elementary schools, two middle schools, and one high school (five of these schools were highest-needs schools and four were non-highest needs schools). From its inception, this pilot has had active participation of AISD teachers, principals, administrators, parents, Education Austin, the Greater Austin Chamber of Commerce, and community members, who have led the work of developing the program.

Program Elements

Student Growth

- TAKS Schoolwide Growth is based on academic improvement on TAKS using TEA's Comparable Growth Indicator
- Student Learning Objectives (SLOs) are two teacher developed growth objectives based on campus and classroom data

Professional Growth

- *TAKE ONE!*TM allows teachers to submit one video-taped portfolio entry of National Board Certification
- A new mentoring program for AISD REACH Highest-Needs Campuses provides targeted support for teachers in years 1-3 of service from veteran educators

Highest-Needs Schools

- New to School Stipend for Teachers in years 1-3 of service at pilot Highest-Needs Campuses
- Retention Stipend for Teachers in years 4+ of service at pilot Highest-Needs Campuses

Milestones to date

July 30th 2008

410 teachers and principals at the nine schools that participated in the AISD REACH Pilot during the 2007-2008 school year, received approximately \$1 million in stipends for their work on the Student Learning Objective (SLO) and mentoring elements of the program.

October 31st 2008

Seven principals and 440 teachers at the seven Highest-Needs pilot schools that are participating in AISD REACH during the 2008-2009 school year, received approximately \$442,500 in recruitment and retention stipends. The results of these payouts support the research that suggests that school stability/staff continuity and teacher experience are important factors in the success of students at schools such as these.

Funding

Year one of AISD REACH was funded in its entirety through the annual dedication of one penny of the District's Maintenance and Operations Tax Rate. In Year Two, these local dollars are being augmented by significant state dollars from TEA's District Awards for Teaching Excellence (DATE).

Expansion

The 2008-2009 school year is the second year of the AISD REACH pilot with 11 total participating schools. In the 2009-10 school year, an additional 7 campuses will join, bringing the total number of schools participating in the pilot to 18. While still in its early stages, this pilot has become a laboratory for teacher and principal innovation and leadership.

For more information, contact David Lussier, AISD's Strategic Compensation Director at (512) 414-9834, dlussier@austinisd.org or visit our website at www.austinisd.org/compensation.