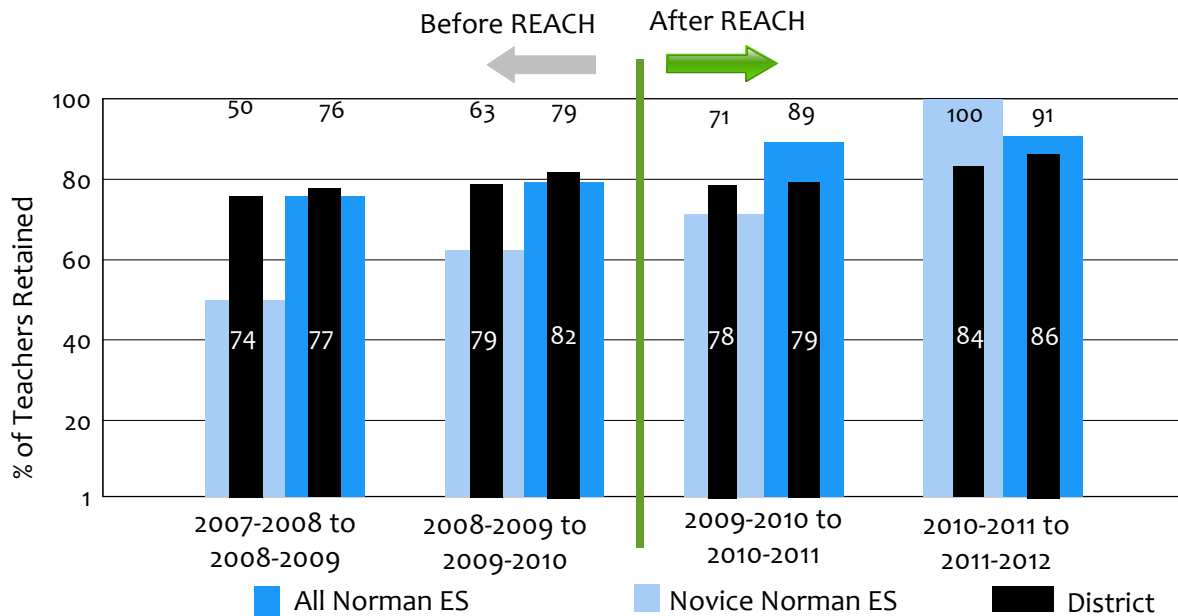


Table 1. Average Stipend Award per Eligible REACH Teacher in 2008-2009 Through 2011-2012

	Number of eligible teachers	Average earned	Maximum earned	Maximum possible
2008-2009	n/a	n/a	n/a	n/a
2009-2010	29	\$7,983	\$10,000	\$10,000
2010-2011	33	\$7,182	\$10,000	\$10,000
2011-2012	28	\$4,696	\$8,500	\$11,500

As a REACH participant I have mostly benefitted from: "setting objectives. It has helped teachers focus on students' needs."
[Norman ES Teacher Focus Group, Spring 2012]

Figure 1. Percentage of All Norman ES Teachers and Novice Teachers Retained, 2007-2008 Through 2011-2012



Note. Teachers affected by the reduction in force (RIF) are excluded.

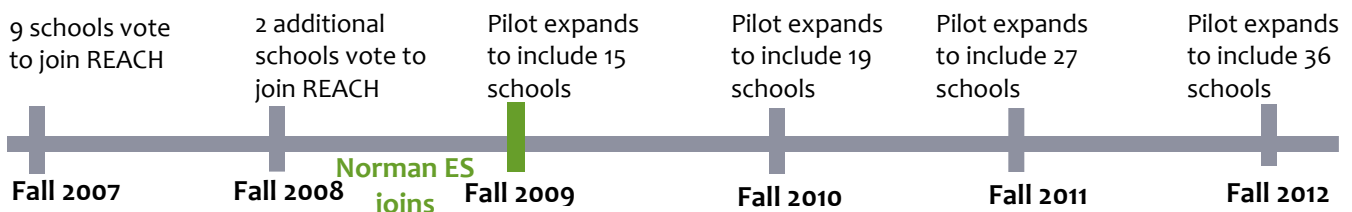


Table 4. Norman ES Basket of Measures Objectives, 2010-2011 and 2011-2012

	TAKS/STAAR Objective	Met	College/Career Readiness	Met	Choice	Met	EVAAS Met
2010-2011	87% of all students will pass Reading TAKS	✓	32% of African American students are Commended on Writing TAKS	✓	26% of African American students will be Commended on TAKS Math	✗	✓
2011-2012	75% of "All Students" will meet the passing standard in Science.	✓	26% of African Americans will achieve Commended Performance in Math.	✗	Attain 97% overall attendance rate.	✗	✗

Table 2. Percentage of Norman ES Teachers who Met Individual and Team SLOs

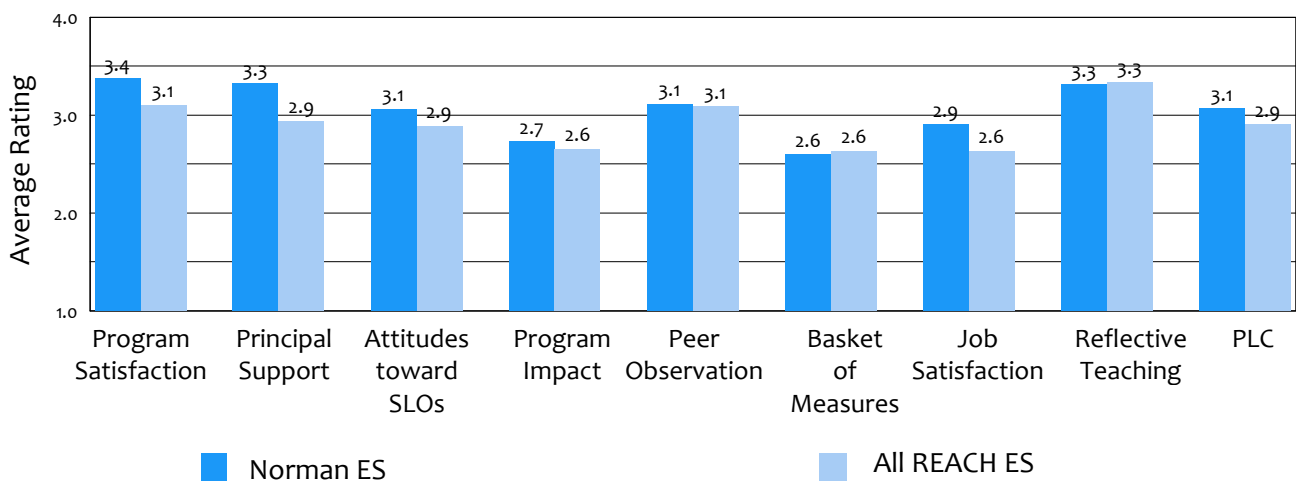
	Met 1 or 2 individual SLOs	Met team SLO
2010-2011	94%	90%
2011-2012	74%	83%

Note. Starting 2010-2011 teachers completed either two individual SLOs or a combination of individual and team SLOs.

Table 3. Percentage of Norman ES Teachers who Met SLOs

	Met 0 SLOs	Met 1 SLOs	Met 2 SLOs
2007-2008	n/a	n/a	n/a
2008-2009	n/a	n/a	n/a
2009-2010	3%	28%	69%
2010-2011	6%	3%	90%
2011-2012	13%	17%	70%

Figure 2. Norman ES Ratings on REACH Subscales in the 2011-2012 Coordinated Survey



Note. Higher scores represent more positive ratings.