



In 2010, Chalkboard received a federal Teacher Incentive Fund grant in partnership with seven Oregon school districts. The grant will provide \$24.4M over five years.

Shared components of TIF and CLASS

Goal: Improve student achievement by improving teacher effectiveness.

Led by teachers, designed by teachers, sought after by teachers.

District plans vary.

4 required elements – career paths, professional development, evaluation, compensation – are interconnected.

Performance pay based on multiple measures. Compensation shifting away from historical seniority-driven pay only.

Data-driven. Student- and school-level data analyzed by ECONorthwest.

Highly collaborative. Participation requires sign-off by local administrators, teachers' associations and school boards.

Unique to TIF (federal requirements)

Five-year action research project. Districts will evolve their models through the life of the grant.

Qualifying schools are high needs and underperforming in at least one academic area.

Aggressive timeline for design & implementation.

Federal emphasis on compensation.

Value-added model (VAM) – a far more sophisticated way of working with data, taking into account factors outside a teacher's control. All districts designed their initial models using school-level VAM. So bonuses related to VAM will go to all qualified teachers in the school.

Federal funding for 5 years (\$24.4M).

Access to national experts (e.g., Mathematica, Vanderbilt University)

Impact on student achievement analyzed by Education Northwest.

Annual reporting on program objectives to USDOE.

Principles of design

- Include teachers at the table to create, design, and implement meaningful reform
- Recognize that the best ideas come from within our schools and districts
- Treat educators as the professionals they are
- Support stronger evaluation processes
- Look for more ways to measure student growth
- Look for more flexibility to reward those who excel through a voluntary program

