

# Transformation Team News

Happy New Year! This issue of TT News is dedicated to the Teacher Incentive Fund (TIF) and some commonly asked questions associated with TIF. It is the hope of the TT to continually strive to clarify and provide information regarding initiatives occurring within our school district. This information was compiled by team member Megan Crook. As always, any member of the TT would be happy to answer any questions you may have. Members: Dr. Dave Hire, Kathy Robbins, Jeanne McKenzie, Christi Fauver, Bill Hartmeyer, Helen Boyd, Grant Fauver, Dave Skelton, Susan Nolan, Jon Snider, Michele Loomis, Stephanie Snider, Nancy Hatem, Darcy Gordon, Brian Baughman, Amy Borton, Megan Crook, and Sheri McClurg.

<p><b>Teacher Incentive Fund (TIF)</b> – Federal funds that celebrates and rewards highly effective educators for their impact on student achievement. The State developed four categories: Recognizing School Achievement (District), Building School Capacity (Individual), Recognizing Student growth (Building and Individual), and Foster Student Growth Leadership (Individual). The local TIF committee developed a plan to reward individuals and buildings for reaching the goals set forth by the State.</p> <p><b>What this means for you:</b> You have an opportunity to receive money if you, your building or your district meet the required goals:</p> <p><i>Recognizing School Achievement (District) \$200</i> Achieve two of the following district goals:</p> <ul style="list-style-type: none"> <li>• Performance Index greater than or equal to 97</li> <li>• Staff attendance equal to or greater than 96%</li> <li>• Graduation rate equals to or greater than 96%</li> <li>• District rating of “Excellent” on the ODE District Report Card.</li> <li>• Increase the number of indicators met</li> <li>• District will meet AYP</li> </ul> <p><i>Building School Capacity (Individual)</i> Must meet to qualify for this award: Teacher</p> <ul style="list-style-type: none"> <li>▪ Participate in at least 4 professional development sessions in Formative Instructional Practices. = \$100</li> <li>▪ 4 Formative Instructional Strategies in Classroom.             <ul style="list-style-type: none"> <li>○ Listing of four formative practices with short reflection on each. = \$100</li> </ul> </li> <li>▪ Two classroom visits by peer reviewer with teacher showcasing FIP strategies. = \$100</li> </ul> <p><i>Recognizing Student Growth (Building and individual)</i></p> <ul style="list-style-type: none"> <li>❖ At least 85% of individual teacher value added reports (T-cap reports and end of the year exams) at or above expected growth per building. = \$900 ***If the building makes the goal everyone eligible in that building receive the award.</li> <li>❖ Individual teacher above expected growth on TCAP score (green/ most effective). = \$1100 additional (One time payout no matter how many green)</li> </ul> <p><i>Fostering Student Growth Leadership (Individual)</i> Teacher will earn his/her Lead Professional Educator License This can be done in two ways:</p> <ul style="list-style-type: none"> <li>• National Board Certification OR</li> <li>• Master Teacher Certification and Teacher Leader Endorsement = \$1500</li> </ul>	<p><b>Commonly Asked Questions:</b></p> <ol style="list-style-type: none"> <li>1. <i>How do I document my work?</i> You will find the needed documentation sheets in your “Coshocton City School’s Strategic Compensation Plan Handbook” provided to you by Jeanne McKenzie. If you can not locate yours, you can also ask your principal for another one.</li> <li>2. <i>When is the work due?</i> Formative Assessment PD verification form and portfolio with reflections are due May 11, 2012.</li> <li>3. <i>Who do I turn my work into once it is done?</i> All forms should be returned to the TIF Leader at the Superintendent’s Office.</li> <li>4. <i>When will I get any money that I have earned?</i> Teachers can expect payment of awards before Christmas break 2012.</li> <li>5. <i>What if I am up for review will I still need to have peer reviewers come in to observe my Formative Instructional Practices or can my principal look for them when they are doing my reviews?</i> If you are up for review you will not need to have peer reviewers come in and do additional observations, instead your principal will be able to complete the needed paperwork to document your use of Formative Instructional Practices during two of their reviews. If you have tenure and only require your principal to do one review, you will have to have a peer reviewer come in and complete the additional observation to meet the needed requirements. A teacher can request a peer review in addition to the contractual ones if they wish.</li> <li>6. <i>How can I win this month’s gift card giveaway?</i> Email Amy Borton with the name of our local TIF Leader. Deadline is Friday, January 6, by noon.</li> </ol> <p>For more information about the Teacher Incentive Fund (TIF) please refer to “Coshocton City School’s Strategic Compensation Plan Handbook.”</p>
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**YOUR TIF COMMITTEE NEEDS YOU! We are looking for two volunteers to fill openings on the TIF Committee. If interested, please contact committee chairperson Susan Nolan.**