



Strategic Compensation--TIF

During May, Jeanne McKenzie, our TIF coordinator, began meeting with staff members in each building to explain our 2011-2012 model. After she met with the elementary buildings, we found that several revisions were necessary before the model could be approved. TIF committee members met again on May 31 to make revisions and the plan was once again sent off for approval.

We did resolve our eligibility issue. TIF requires personnel must be teaching 50% of the time to be considered for payout. Since that could possibly leave out guidance counselors, nurses, and other district personnel, Dr. Hire and Mrs. Robbins approved our use of Race to the Top funds to supplement our TIF monies so every certified staff member in the district can be included in this year's plan.

UPDATE: Our TIF was approved! The committee plans to share the final version with all staff this fall since changes were made to the plan originally presented to the staff in May. See Page Two of this newsletter for information regarding Column 4 (Lead Professional License) of the plan.

Collaborative Learning Practitioner (CLP)

Christi Fauver has been named the CLP for the district. Her focus will be to support collaborative learning and professional practice. Additionally she will support the work of value-added analysis and using data to inform instruction, formative instructional practices, using multiple measures and dealing with the change and challenges associated with the transformation.

Christi has been attending training sessions throughout the summer in preparation for her new role.

Congratulations, Christi!

Evaluation Team

The Evaluation Team met twice in the spring to analyze the district's current evaluation tool for certified staff. The initial goal was to complete a gap analysis when compared to the new standards for Ohio teacher evaluation systems (in accordance with ORC 3319.111). Team members are Helen Boyd, Brent Carter, Megan Crook, Grant Fauver, Dave Skelton, and Pam Wheeler.

We will be resuming team meetings in the fall to begin developing an evaluative tool that complies with the requirements set forth by the State of Ohio and the Ohio Department of Education. If you are interested in joining our team, please contact Helen Boyd or Grant Fauver, Co-Chairs. Enjoy the rest of your summer!

We're On-Line!

RttT now has a spot on the district's web page. Look for the link on the home page to the left. We will be posting information regarding RttT and related topics.

At this time, we are particularly interested in posting resource material about formative Instruction and assessment practices. If you have links or information to share please contact Amy Borton or Barb Teti.

TIF Column 4--Lead Professional License

Column 4 of our TIF plan allows teachers who earn their Lead Professional License to earn \$1500. We had originally allotted a \$2500 award for attaining this, but had to adjust our award to fit the federal requirements in all areas of our plan.

In order to earn the Lead Professional License, teachers must have a Master's degree and nine years under a standard teaching license. Then, the teacher must complete both #1 and #2 below. Note that #2 offers two options.

1. **Earn Master Teacher designation.** Information about how to do this is available on our district website. Teachers must have taught a minimum of 7 years to apply for Master Teacher designation.
2. Earn National Board Certification **OR** complete lead teacher endorsement classes.

National Board Certification

Teachers must have at least **three** years of teaching experience to be eligible to seek National Board Certification. The cost is \$2500. Ohio does not currently have a grant available to help defray this cost, but there are national grants available. NBPTS offer 25 different certificates including school counseling, world languages, music, physical education, health, art, tech education, and all subject areas. Complete information is available on their website at www.nbpts.org.

Lead Teacher Endorsement

Kent State, University of Cincinnati, Muskingum University, and Ohio Dominican all offer coursework in lead teacher endorsement. Ohio Dominican offers the best deal. Even though the cost per semester hour is \$472 or \$1416 per course, they only require three courses (9 semester hours). The other schools require 12-15 hours for this endorsement.

Ohio Dominican offers two options. They have online classes that begin in October, January, and March and last about eight weeks each. Dr. Ted Zigler, the head of the program, is willing to bring a class to Coshocton, if we can get 12-15 teachers from the area enrolled. Kathy Robbins and Dr. Hire are now working with him. We may be able to get a discounted cost if they bring the classes here.

THIS IS NOT FOR EVERYONE!

Column 4 is all about powerful professional development and creating leaders in our school district. The monetary cost will outweigh the \$1500 award. The award is targeted at teachers who are in mid-career. Young teachers with less than nine years of experience do not qualify. Teachers near retirement may not want to complete this work.

Contact Susan Nolan or Jeannie McKenzie if you have questions.