Welcome to the Webinar!

Identifying and Sharing Best Practices From High-Performing Charter Schools

We will be starting soon.
Identifying and Sharing Best Practices From High-Performing Charter Schools

March 21, 2012
CECR Overview

• Center for Educator Compensation Reform (CECR)
• Provide information and assistance to the grantees of the Teacher Incentive Fund (TIF)
• Increase public awareness about compensation reform
• Build a nationwide network of informed consumers and provide the next wave of educator compensation reform leaders with a virtual toolkit
Organization of the CECR Website

Raising national awareness of effective strategies for performance-based compensation and supporting the Teacher Incentive Fund Grantees

What’s new

Peer Review: Getting Serious About Teacher Support and Evaluation

Assessment Survey: Identifies different states’ assessments in grades, subjects, and languages, not required under ESEA.

December 2011/January 2012 Newsletter

New to Performance-Based Compensation

- Establish an understanding of the various components of performance-based compensation
- Read the available research on performance-based compensation
- Explore case summaries from existing alternative compensation programs

Development and Implementation

- Utilize multiple resources based on the six areas of focus
- Listen to podcasts and webinars on performance-based compensation
- Read syntheses of lessons learned through the harvesting project and guidebook chapters

National Perspective

- View a national map of performance-based compensation initiatives
- Review research and articles through an online library
- Access archived newsletters

TIF Grantees

- Access grantee profiles
- Annual grantee meeting materials
New to Performance-Based Compensation

How Performance-Based Compensation Reform Works

Performance-based compensation requires the coordination of several components. For successful implementation of performance-based compensation, data quality and data systems, strategies to support the workforce, communication and stakeholder engagement, value-added and other measures, program evaluation and program sustainability must all work together in a systematic and strategic way. Click on any of the six components to learn about the resources CECR can provide.

Background Information
Below are a series of resources designed to provide background information on performance-based compensation.

- Implementation Checklist
- Guide to Implementation
- Emerging Issues
- Case Summaries
- Research Syntheses
- Annotated Bibliographies
- Presentations
- Harvesting Papers

About Us | Contact Us | Site Map | Privacy Policy | PDF Reader Download | Flash Player Download

ED.gov

Center for Educator Compensation Reform
Development and Implementation

Resources in this section provide general information on performance-based compensation.

Data Quality and Data Systems
Resources in this section provide support for those planning and implementing high-quality data systems, and for those interested in how to use data to support performance-based compensation.

Strategies to Support Workforce
Information is available on educator evaluation systems, professional development, and human capital development strategies to increase student learning.

Communication and Stakeholder Engagement
CECR provides resources for those working to communicate effectively and develop support for performance-based compensation programs among teachers, administrators, unions, parents, the community, and the media.

Value-Added and Other Measures
Measuring student growth is an important component of performance-based compensation. Resources focus on the definition, design and review of value-added models as well other student growth measures.

Program Evaluation
Information is provided on using formative and summative assessment to evaluate and improve performance-based compensation programs.

Sustainability
Resources are provided sustain performance-based compensation systems long-term by aligning them with state and district initiatives and fiscal goals.
Strategies to Support Workforce

Information is available on educator evaluation systems, professional development, and human capital development strategies to increase student learning.

**Overview**
Access materials that provide a general overview of the issues and challenges associated with Strategies to Support Workforce.

**Presentations**
View Webcasts, Podcasts, Videos and Slide Presentations from experts on Strategies to Support Workforce.
- Videos
- Podcasts
- Slide Presentations

**Tools and Products**
Utilize tools and products from CECR, the U.S. Department of Education, TIF Grantees and other experts on Strategies to Support Workforce.

**Papers**
Review various publications related to Strategies to Support Workforce.
Sample State Page

National Map

Texas Compensation Reform Initiatives

State Initiatives

- Governor's Educator Excellence Award (GEEG)
- Texas Educator Excellence Award (TEEG)
- District Award for Teacher Excellence (D.A.T.E.)

District Initiatives

- Aldine Independent School District
- Austin - REACH
- Austin - REACH
- Dallas - Principal and Teacher Incentive Pay
- Fort Worth - PEAK Rewards
- Galveston Independent School District
- Houston - ASPIRE
- Houston - Project SMART
- Irving - Uplift Education
- Pasadena Independent School District
- Round Rock - Round Rock Incentives for Superior Education (RRISE)
- San Antonio - Teachers and Principals Awarded for Student Achievement (TAPASA)

Other Initiatives

- Austin - Texas Education Agency - Teacher Advancement Program (TAP)
- San Antonio - Teacher Effectiveness Process (TEP)
- The University of Texas System - Teacher Advancement Program (TAP)

Return to Map  The CECR team updates all map profiles once a year
Sample Map Profile

Texas

Houston

Aldine Independent School District
14910 Aldine Westfield Rd.
Houston, TX 77032
281-449-1011 Website: http://www.aldine.k12.tx.us/index.cfm

Program Overview

The Aldine Independent School District (AISD) has offered performance incentives for teachers, school administrators, and paraprofessionals since the 1996-97 school year. The awards are based on several aspects of school performance including the district accountability rating, student performance on the Texas Assessment of Knowledge and Skills (TAKS), school attendance rate, and school climate. Schools earn bonus awards on a per-teacher basis for each of these aspects of school performance. For example, schools earn $175 for each certified teacher and $50 per paraprofessional for making adequate yearly progress. AISD distributes the awards to each school, and a school steering committee decides how to distribute the awards to school staff. The district also offers recruitment incentives for teachers in high-need subject areas. Teachers who are certified to teach in the following areas earn a pay supplement: Montessori ($1,500); English as a second language ($2,000); secondary mathematics, science, and reading ($3,000); special education ($3,000), and bilingual education ($4,000). The district distributes the supplements in October and March.

Program Information

- ECS State Notes: Aldine Independent School District
- Top 25 Reasons to Work in Aldine: Compensation
- AISD Critical Needs Supplements
- AISD Accountability Award System for the 2005-2006 School Year

Select Articles and Reports

- Governor Visits Oleson Elementary School to Present Grants for Teaching Excellence (September 12, 2006). AISD.
Library

Library: Online Search

CECR assembled the online library as a searchable database of publications on educator compensation reform.

All publications are evaluated using standardized criteria, and are available in the library for download. A selection of publications was also compiled in a bibliography of the past 20 years.

Need to quickly find evidence-base for a specific topic? Select a topic from those listed below.

Large Popup Box

Search for:

AND

Limit to:

Educator compensation issue areas:

Locality:

- All
  - Urban
  - Rural

Limit to:

Publication type:

Limit to:

Publication date:

Limit to:

Geographical Focus:

Begin Search Now

Search instructions are available to assist in using the library search tool.
Questions?

Ellen Cushing
ecushing@air.org
(202) 403-6211
The U.S. Department of Education is committed to promoting effective practices, providing technical assistance, and disseminating the resources critical to ensuring the success of charter schools across the country. To that end, the Education Department, under a contract with American Institutes for Research, has developed the National Charter School Resource Center.
C. Allison Jack
Senior Program Director
New Leaders
Effective Practice Incentive Community
National Charter School Consortium

David Negron
Manager
EPIC National Charter School Consortium
NEW LEADERS
EPIC NATIONAL CHARTER SCHOOL CONSORTIUM

Identifying and Sharing Effective Practices from High-Performing Charter Schools

Wednesday, March 21, 2012
3-4 pm (Eastern Time)
Today’s Agenda

• Introduction of EPIC National Charter School Consortium
• EPIC in Action: What We Do
• EPIC Value-Added Model
• Consortium Participants and Award Winners
• EPIC Investigation & Analysis Framework
• EPIC Investigation Process
• EPIC Knowledge System
• Examples of EPIC Best Practices
• Discussion
New Leaders

- Established in 2000 and currently operating in 12 urban locations
In 2006, New Leaders launched the **Effective Practice Incentive Community** to:

- Significantly increase the number of high-gain schools we could access and learn from
- Use the knowledge gained of what is working to transform these schools to strengthen New Leaders programs
- Share what we’ve learned with educators nationwide through professional development tools and leadership development programs
New Leaders Organizational Research & Learning

Knowledge and resources to support New Leader Principals and schools

Field-tested leadership development programs and services

Policy and practice recommendations for school systems and practitioners
Effective Practice Incentive Community

EPIC rewards educators in schools making significant student achievement gains who agree to share their effective practices so others may learn from their successes.
EPIC in Action: How it works

1. Charter schools apply by submitting application and student test score data.

2. EPIC identifies schools driving the highest student achievement gains.

3. EPIC awards educators for sharing their effective practices.

4. EPIC investigates and documents the effective practices.

5. EPIC creates & shares case studies from award-winning schools.

6. EPIC develops professional development based on what we’ve learned.

School data is analyzed to identify highest gains schools.

EPIC awards educators.

EPIC works with school leaders to identify and documents effective practices.

EPIC shares practices through the Knowledge System.
How Does EPIC Analyze Schools?

- *Schools with the highest average gains in Math and Reading on state test scores* are EPIC winners.

---

“Sample School” did not meet proficiency standards two years ago, but steady gains make this school competitive for an EPIC grant. Meeting proficiency is NOT a factor for an EPIC award.

**Gains at Sample School Over 3 School Years**

<table>
<thead>
<tr>
<th>Year</th>
<th>Gains in test scores</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>40</td>
</tr>
<tr>
<td>2009</td>
<td>60</td>
</tr>
<tr>
<td>2010</td>
<td>80</td>
</tr>
</tbody>
</table>

**State Proficiency**

KEY

- Gains in test scores
- State Proficiency
Example: Standardized Scores vs. Growth

Table 1.

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>School A</th>
<th>School B</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>Massachusetts</td>
<td>California</td>
</tr>
<tr>
<td>State NAEP Reading Level</td>
<td>0.40</td>
<td>-0.39</td>
</tr>
<tr>
<td>School Reading Level, 2010-11</td>
<td>0.49</td>
<td>-0.15</td>
</tr>
<tr>
<td>Reading Growth, 2010-11</td>
<td>0.13</td>
<td>0.28</td>
</tr>
<tr>
<td>Percent FRL, 2010-11</td>
<td>84%</td>
<td>99%</td>
</tr>
<tr>
<td>Enrollment, 2010-11</td>
<td>430</td>
<td>300</td>
</tr>
</tbody>
</table>
EPIC National Charter School Cohort 5 Award Winners

**GOLD GAIN SCHOOLS**

Schools are listed alphabetically. Gold-gain schools are the highest ranking schools in the value-added analysis completed by Mathematica Policy Research.

MATCH Charter Public High School – Boston, MA
Reynolds Arthur Academy– Troutdale, OR
West Denver Prep Harvey Park Campus – Denver, CO

**SILVER GAIN SCHOOLS**

Schools are listed alphabetically. Silver-gain schools are the next highest ranking schools in the value-added analysis completed by Mathematica Policy Research.

Boston Collegiate Charter School – Boston, MA
Codman Academy Charter Public School – Dorchester, MA
Community Charter School of Cambridge – Cambridge, MA
Community Day Charter Public School – Lawrence, MA
DC Prep Academy Edgewood Middle Campus – Washington, D.C.
KIPP Journey Academy – Columbus, OH
Leadership Public Schools Hayward – Hayward, CA
Leadership Public Schools Richmond – Richmond, CA
Pride Academy Charter School - East Orange, NJ
Voices College-Bound Language Academy - San Jose, CA
YES Prep Guifton – Houston, TX
Number of EPIC Charter Schools in Each State

EPIC Charters
• 384 Schools in 5 Cohorts
• 29 States
• 26 schools in all 5 Cohorts
The EPIC investigation process benefits principals and leadership teams.

“The Effective Practice [process] pushed us to ask ourselves a lot of questions as a leadership team that we have never asked ourselves before. The process was so good we would have paid for it.”

Claudette Yarbrough
Superintendent, EPIC Award Winner
Higgs Carter King Gifted and Talented Charter Academy
EPIC Investigation & Analysis Process Overview

EPIC’s practice investigation process & tools guide leaders in identifying, analyzing and describing practices and actions that other schools can learn from.

- **Orientation to Practice Analysis** introduces school leaders to the tools and process for analyzing practice.
- **Practice Portfolio** leads schools to examine evidence of a practice’s contribution to achievement gains.
- **Visit or phone call** helps EPIC researchers and grant partners narrow focus of each school’s practice and see it in real time.
- **Practice Analysis Plan** distills the practice and evidence to guide documentation.
- **Documentation** filming or writing up the practice with input from school leaders.
# EPIC Case Studies

<table>
<thead>
<tr>
<th>Sections</th>
<th>Examples – Monarch Academy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analyze and Plan</td>
<td>Identifying and Diagnosing the Need: Building Structures to Support Meaningful Conversations About Data</td>
</tr>
<tr>
<td>Implement</td>
<td>Executing the Practice: Codifying the Structure for Using Data to Inform Instruction</td>
</tr>
<tr>
<td>Reflect</td>
<td>Overcoming Obstacles and Learning from Mistakes: Building Capacity Following Turnover in a Leadership Team</td>
</tr>
<tr>
<td>Adapt and Improve</td>
<td>Building on Success: Implementing a Structured Practice Around Video Observation of Instruction</td>
</tr>
</tbody>
</table>
Use cases for EPIC Resources

Courses and Workshops – in-person, video/artifact-based PD

Webinars – interactive, online, video/artifact-based PD

Coaching – examination of effective practices and actions through analysis of video and artifacts

On-Demand Personal Learning and Reference – searchable database of vetted, contextualized resources
The EPIC Knowledge System

EPIC resources are sorted in six categories:

- Learning and Teaching
- Culture
- Assessment and Data
- Personal Leadership
- Aligned Staff
- Operations & Systems

http://epic.newleaders.org
Effective Practice Videos

Boston Collegiate Charter School
Cohort 1, 2, 3, and 5 winner

Monarch Academy in Oakland
Cohort 1 and 2 winner
Boston Collegiate, (Grades 5-12)

Location: Boston, MA
EPIC Award Level: 4 Time Silver- Gain School
Case Study: Observation and Feedback Practices to Support New Teachers and Instructional Rigor

**Student Achievement Highlights:**
- 100% admittance into college for 8 graduating classes
- First in the state for math for three consecutive years
Boston Collegiate, (Grades 5-12)

Discussion:

1. What feedback would you give this teacher and do you have any feedback for the administrator?
Monarch Academy, Aspire Public Schools (Grades K-5)

Location: Oakland, California
EPIC Award Level: Gold-gain and Silver-Gain school
Case Study: Creating Structures and Protocols for Focused Data Talks
Monarch Academy, Aspire Public Schools (Grades K-5)

Discussion:

1. What you think is valuable in this video, what parts could be the most helpful to educators?

2. How could it be used in a school?
An EPIC Overview

EPIC National Charter School Consortium
• $8 million awarded to over 1,800 charter educators
• 384 charter schools participating over five years

EPIC Knowledge System
• 74 videos from charter schools
• 150 charter and district schools with videos
• 848 artifacts
• 109 Practice profiles

Leveraging Resources from EPIC Knowledge System
• 23 PD Session Lesson Plans
• 2 Master Class Sessions
• 8 Leadership Development programs
## Thank You and Contact Information

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>E-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>C. Allison Jack</td>
<td>Senior Program Director, EPIC National Charter School Consortium</td>
<td><a href="mailto:ajack@newleaders.org">ajack@newleaders.org</a></td>
</tr>
<tr>
<td>David Negron</td>
<td>Manager, EPIC National Charter School Consortium</td>
<td><a href="mailto:dnegron@newleaders.org">dnegron@newleaders.org</a></td>
</tr>
</tbody>
</table>

### EPIC Knowledge System – One-Time Access

http://epic.newleaders.org/Preview/?id=21

New Leaders

http://www.newleaders.org
Questions?

Raise your hand or enter your question in the chat box on the left side of your screen.
Thank you for participating.

- This webinar will be archived at the following website: http://www.charterschoolcenter.org/webinars/
- Please share your feedback with us through the evaluation.
National Charter School Resource Center
1000 Thomas Jefferson Street NW
Washington, DC 20007-3835
Phone: 877-277-2744
Website: www.charterschoolcenter.org
E-Mail: charterschoolcenter@air.org