

Office of Superintendent of Schools  
Board Meeting of December 15, 2010

December 10, 2010

Vera A. Hirsh, Assistant Superintendent  
Human Resources, Recruiting and Performance Management

**SUBJECT:       REQUEST FOR APPROVAL OF THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD) TO FACILITATE THE ESTABLISHMENT AND IMPLEMENTATION OF THE TEACHER INCENTIVE FUND (TIF) PROGRAM**

**COMMITTEE:       SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO STRATEGIC FRAMEWORK:       SCHOOL/DISTRICT LEADERSHIP**

In accordance with provisions of the current labor contract, Florida law, and the provisions of the United States Department of Education grant which supports projects that develop and promote Performance-Based Compensation Systems (PBCS) for teachers and other personnel in high-needs schools, Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) have reached an agreement regarding the implementation of the Teacher Incentive Fund (TIF) program. This program links performance-based compensation, targeted professional development, and leadership opportunities for teachers to improve academic growth and proficiency in student performance as evidenced by scores of individual student assessments. } REVIS

**RECOMMENDED:**       That The School Board of Miami-Dade County, Florida, approve the attached Memorandum of Understanding (MOU) to establish and implement the Teacher Incentive Fund (TIF) program, effective January 3, 2011. } REVIS

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## MEMORANDUM OF UNDERSTANDING Contract Modification / Implementation

Pursuant to Florida Law and the provisions of the United States Department of Education grant which supports projects that develop and promote Performance-Based Compensation Systems (PBCS) for teachers and other personnel in high-needs schools, Miami-Dade County Public Schools (M-DCPS) in collaboration with the United Teachers of Dade (UTD) has designed a plan which facilitates the establishment and implementation of the Teacher Incentive Fund (TIF) program. This program links performance-based compensation and targeted professional development and leadership incentives for teachers to student academic growth and student proficiency as evidenced by growth on individual student assessment results. Accordingly, the parties have negotiated and agreed to modification/implementation of the following M-DCPS/UTD Contract provisions: Article XIII, XXV, XXVI, and Appendix E.

The plan will address the following:

### I. Participants

- TIF participating elementary schools are eight (8) small elementaries with enrollments under 600, serving high-need students in Region Center I: Van E. Blanton Elementary, Golden Glades Elementary, Broadmoor Elementary, Carrie P. Meek/Westview Elementary, Lakeview Elementary, Miami Park Elementary, Nathan B. Young Elementary, and Rainbow Park Elementary.
- Teachers in grades Kindergarten through fifth grade may voluntarily participate or abstain from the TIF program by opting in or opting out of TIF by September 1<sup>st</sup> of each year beginning 2011-2012.
- Teachers who opt into the program at any of the eight (8) identified schools will be formally observed two (2) times each year during the grant period using the Instructional Performance Evaluation and Growth System (IPEGS); once in the first semester and once in the second semester. Summative evaluation ratings each year for participants must be proficient, exemplary, or developing (needs improvement) to be eligible for incentives and the professional must be recommended for continued employment.
- Itinerant teachers will be allowed to opt for participation only if 50% or more of their instructional time is spent at the TIF school site. Any incentive earned by itinerant teachers will be prorated on a percentage basis.
- Participating TIF teachers who work a partial year will be eligible for incentives if they serve in an eligible position for at least 99 days or a "good year."
- A teacher must have at least 10 students with assessment results to be eligible to participate; students must be in attendance at the time of both full-time equivalent student census days (October and February).
- Teachers in the following subject areas – Reading and Mathematics (Grades K-5) and Science (Grade 5) will be eligible for Performance-Based Incentives in the first year of implementation (2011-2012).

- As assessments are identified for non-core subject areas, additional teachers will become eligible for participation, initially only being eligible for incentives in the proficiency category. Once two (2) full years of assessment data becomes available, these teachers of non-core subjects will become fully eligible in both incentive categories, proficiency and growth.

## II. Incentives

- Two (2) types of incentives will be provided: 1) Performance-Based Incentives for the individual student growth component and individual student proficiency attainment as indicated based on formative data; and/or 2) Professional Development and Leadership Incentives for taking on additional grant-related responsibilities.

### a. Performance-Based Incentive Stipends

Performance-Based Incentives will be based on three (3) components:

- Percent of Students Achieving Proficiency
- Percent of Students Making Growth (1 level increase on FCAT)
- Number of Students Making Exceptional Growth (2 or more level increases in FCAT)

Specifically, meeting specific thresholds of proficiency, student growth or exceptional growth will be rewarded with shares as referenced in the grant application approved by the United States Department of Education under the Teacher Incentive Fund (PR/Award Number S374A100040). In turn, the aggregate of all shares acquired by eligible teachers in each year of the grant will serve as the divisor by which the dollar value of each share is determined. The shares earned by a teacher will be dependent upon the range of growth and proficiency demonstrated by their students in tested subject areas.

All eligible employee payouts will be capped at \$10,000. If allowed by the U.S. DOE, unexpended Performance-Based Incentive funds shall rollover to the subsequent school year. If the U.S. DOE does not allow rollover of unexpended Performance-Based Incentive funds the parties will meet to modify the distribution methodology in order to guarantee expenditure of all available Performance-Based Incentive funds. In the final year, if allowed by the U.S. DOE, the distribution methodology shall be modified to guarantee expenditure of all available Performance-Based Incentive funds.

A report of the students included in the analysis with corresponding scores will be produced once all data has been received. The reports will be sent to each Principal for verification. The Principal will share the reports with individual teachers at the beginning of the school year. Teachers will have ten (10) working days after receiving the reports to review, verify or appeal the data. No appeals will be considered after the ten (10) days.

- The TIF incentive will be paid annually as a stipend, when data becomes available. If the Florida Department of Education (FLDOE) does not release data, or the data is invalidated, then the parties agree to meet to discuss alternatives.
- The amount of each incentive will be calculated based on the number of eligible participants and the total amount of the incentive fund for each year. Therefore, the pay out rate of the incentive stipends will vary from year to year.
- Once the Florida Department of Education, under the Race To The Top grant, adopts the value-added model, the parties will meet to determine whether or not to align the performance-based compensation system through the TIF grant with the new state-developed model.

b. Professional Development and Leadership Incentives

- High quality and differentiated Professional Development (PD) will be provided to participants in three (3) full days or six (6) half-day intervals to increase teacher capacity and student growth. The PD will be determined collaboratively by the TIF leadership team (i.e., school site Principal or designee, Professional Development Liaison, TIF Grade-level Leaders, TIF Project Director) based on school site data and offered beyond the workday or the work year. The full day PD provided through TIF will be paid at a rate of \$200 per day and one-half day at a rate of \$100.
- Action Research stipends of \$1,000 (up to 10 per school per year) will be awarded to teachers and instructional support staff for creative projects related to improving student achievement. Interested teachers and instructional support staff must complete an application process in order to be approved for participation. Applications will be evaluated and reviewed by the school site TIF leadership committee to determine participation.
- The school Professional Development Liaison will receive an additional grant-funded supplement of \$1,000 per year in addition to the District funded supplement for working with the District Project Director, school administrators, and TIF Grade-level Leaders to identify and facilitate the specific professional development needs of the teachers at the school site.
- TIF Grade-level Leaders will be identified for each grade level (K-5) by the school site Principal. They will receive a leadership supplement of \$750 per year for serving as a chief communicator of the project design and work on planning and implementation of the project at their respective grade levels.

III. TIF Ineligible and TIF Exempted Personnel

- Hourly/part-time teachers
- Pool and Temporary Instructors
- Paraprofessionals
- School Support Personnel
- Clerical and Office Employees

