

TO: Board Members

FROM: Terry B. Grier, Superintendent

RE: Mission Possible Incentives

DATE: October 25, 2007

Mission Possible has just completed the first full cycle of implementation. Teachers in Phase I Mission Possible Schools have been receiving recruitment/retention incentives. As you recall, those initial 20 schools were identified in July of 2006. An additional 7 schools were added to the Mission Possible process following the receipt of the Federal Teacher Incentive Fund Grant in September of 2007.

Below is the breakdown of the Phase I and Phase II Mission Possible schools. All Phase I schools are eligible for both recruitment/retention and performance incentives. Phase II schools are in their first year of receiving recruitment/incentive bonuses, and will not be eligible for performance bonuses until the results of this year (07-08) are available.

Phase I- 20 Schools (Local Funds)			Phase II- 7 Schools (TIF Grant)
Elementary: Fairview Foust Gillespie Park Hampton Academy Kirkman Park Oak Hill Parkview Washington Wiley	Middle: Ferndale Hairston Jackson Welborn	High Schools: Andrews Dudley HP Central Middle College at Bennett Middle College at NC A&T Smith The Academy at Smith	Bessemer Cone Falkener Union Hill Allen Aycock Penn-Griffin
2006-2007			
Recruitment Incentives			N/A
2007-2008			
Recruitment Incentives Performance Incentives			Recruitment Incentives

Attached is an update on the resources allocated for performance bonuses.

Mission Possible Incentive Pay Year 1 Summary

Mission Possible teachers are eligible for two types of incentive pay. A recruitment/retention incentive is paid out on a recurring annual basis in monthly increments for working in a qualifying position at a Mission Possible School. Performance incentives are paid out as a single payment no later than December 1 after a teacher's performance has been determined.

Recruitment/Retention Incentives

Position	Incentive
K-5	\$2,500
6-8 Language Arts or Reading	\$2,500
6-12 Math without a math degree or 24 content hours	\$2,500
6-12 Math with a math degree or 24 content hours	\$9,000
Algebra I	\$10,000
English I	\$2,500
Elementary Principal	\$5,000
Middle School Principal	\$7,500
High School Principal	\$10,000

Performance Incentives

Position	Level I (>1.0 SE)	Level II (>1.5 SE)
K-2	Not Eligible	Not Eligible
3-5 Composite EOG	\$2,500	\$4,000
6-8 LA/Reading	\$2,500	\$4,000
6-12 Math	\$2,500	\$4,000
Algebra I	\$2,500	\$4,000
English I	\$2,500	\$4,000
Position	Level I (>50%)	Level II (>75%)
IB and AP Math	\$2,500	\$4,000
Position	School Makes AYP	
Principal	\$5,000	
Curriculum Facilitator	\$2,500	

Process for Determining Performance Pay

When	What
9/6/07	Student-Teacher Linkage spreadsheets were sent to each Mission Possible school for verification
9/6/07-9/14/07	Principals reviewed Student-Teacher Linkages with individual teachers. Both the teacher and principal signed off on these verifications and returned them to the Mission Possible Office
9/10/07	Mission Possible positions were verified by Staffing and Payroll Specialists
9/11/07	Principals verified staff assigned to Mission Possible positions
9/17/07-9/28/07	Human Resources Staff conducted on-site Teacher Orientation Sessions at each Mission Possible
9/21/07	Student-Teacher Linkage corrections were sent to SAS
10/18/07	SAS generated Value-Added Data reports for each teacher who taught an EOG or EOC tested course
10/24/07	Using VAD, the Mission Possible Office determined performance incentive levels. Level I, \$2,500, was assigned to those scoring >1 Standard Error above the mean. Level II, \$4,000, was assigned to those scoring >1.5 Standard Errors above the mean
10/31/07	Performance Incentives were sent to payroll to be included in October paychecks

Year 1 Performance Payout Summary

In year one of program implementation, 24% of Mission Possible faculty earned a performance incentive. District, school, and course totals follow.

District Totals:

Position Category	Faculty	Amount
Teachers with >1.0 SE	23	\$57,500
Teachers with >1.5 SE	41	\$164,000
Curriculum Facilitators	5	\$11,750
Principals	7	\$35,000
Total	76	\$268,250
Local Dollars		\$233,250
Foundation Dollars		\$35,000



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