T.E.A.M.

Teacher and Principal Effectiveness Acceleration in Montgomery

TEACHER AND SCHOOL LEADER INCENTIVE (TSL) PROGRAM

U.S. DEPARTMENT OF EDUCATION

Grant Goals:

Goal #1 – Redesign HCM (Human Capital Management) and enact PBC (Performance Based Compensation)

Goal #2 – Develop and Increase Teacher and School Leader Effectiveness

Award:

$21 Million over 3 years

Based upon performance, option to extend for an additional 2 years (with approval by USDOE)

Initiatives begin October 1, 2023: All incentives will be based upon the current school year

Performance Based Compensation

Teacher/Instructional Personnel:

Individual Growth:

Meets Growth - $1,500, Exceeds Growth - $4,000

School Growth:

Meets Growth - $2,000, Exceeds Growth - $4,500

Performance Based Compensation

Principal Effectiveness:

Effective - $5,000, Highly Effective - $8,000

Assistant Principal Effectiveness:

Effective - $2,500, Highly Effective - $5,000

Instructional Leadership Development:

1:1 Mentorship Program

Effective Teachers Mentoring BTs

Effective Teacher Mentors - $1,250 for a 10-month commitment

Effective Principals Mentoring New Principals/APs

Effective Principal Mentors - $2,700 for a 12-month commitment

High-Needs Retention

Retaining Experienced Teachers at High-Needs Schools

Effective and Highly Effective Teachers

$1,750 for Commitment to the Next School Year

Many Other Layered Supports

Multiple Professional Development Opportunities

Data Tracking Software for Data Triangulation

Grow Your Own Enhancements

Teacher Affinity Group Support

Question/Answer