

Summary of Teacher Incentive Fund Grant Program: iHEAT Initiative School Support Component

Five-year grant: 2012 –13 through 2016-17

- **Participating Teachers: Voluntary (Opt-in)** for teachers at the 9 selected schools (Participating Teachers)
 - Participating Teachers must participate in multiple formal observations each year. (**“Multiple” is defined as two (2) observations:** one (1) from administrator and one (1) from peer observer, per LOU with UTD)
 - Must opt-in to be eligible for performance incentives and professional development incentives.
 - **Performance incentive of up to \$2500/year for attaining “Highly Effective.”** (Actual award amount depends on number eligible, as budgeted amount is fixed each year; \$2500 is the max.) Incentives will be paid once complete evaluations are available including student growth data.
 - **Professional development incentives:** \$200 per session completed, up to four (4) sessions per year per participating teacher (maximum \$800 per year per teacher) in Years 1 and 2 and 2 sessions per teacher in Year 3, for a maximum of \$400 per teacher. No budget for Years 4 and 5.
- **iHEAT Peer Observer/Master Teachers** career ladder positions (12 month positions) Total of 26 teachers.
 - **Voluntary: must apply and be selected for position**
 - Must be “highly effective” and certified in Reading, Mathematics, and/or Science subject areas (*note: per UTD conversation , they want Elementary also*)
 - **Annual Incentive \$5,000/year (in addition to 12-month pay)**
 - Professional development and support for iHEAT Peer Observer/Master Teachers: Intensive “front-load” training in the summer on Common Core, data analysis and data coaching for instructional improvement and differentiation, instructional coaching, implementing formative and summative assessment, implementing high-potential instructional strategies; providing feedback for performance improvement, the District’s instructional framework embodied in the IPEGS Performance Standards and indicators and the IPEGS observation and evaluation system. Ongoing participation in a Community of Practice (CoP) and professional development with the other iHEAT Peer Observer Master Teachers on their regularly scheduled (weekly) non-school-site day.
 - **Roles/Responsibilities of Peer Observers/Master Teachers**
 - Conduct one (1) formal observation of each assigned Participating Teacher annually
 - Provide feedback to Participating Teachers for performance improvement
 - Confer with site administrators to provide input on annual evaluation of Participating Teachers.
 - Identify and address professional development needs of school staff based on student data and staff performance observations and evaluations.
 - Provide professional development for Participating Teachers, including formal PD sessions and job-embedded support (classroom visitation and modeling), Professional Learning Communities, and lesson study.
 - Fully released from classroom instructional responsibilities
- **iHEAT Advisory Committee** will consist of representatives from C&I; HR; PD; Labor Relations; School Operations; Regions; Principals and teachers from participating schools; and UTD. **Role of Advisory Committee: Project oversight; involvement of and communication with key stakeholders; inclusion of key decision-makers.**
- **Performance Incentives for Administrators: Up to \$2500/year**, depending on number eligible each year.
- Administrators will **participate in a nationally-recognized intensive leadership institute** focused on their leadership development priorities to support them in becoming “Highly Effective” administrators after Year 1.