

## Proposal for High-Need School Principal and Teacher Incentive

(Sub-Committee Recommendations)

May 7, 2007

### I. What constitutes a “High-Need School”?

The following factors were considered in determining high-need school definition:

- Observe federal definition where any school with more than 30% of low-socio economic status students is classified as “high-need school.”
- Balance simplicity vs. equity
- Use official statistics wherever possible

#### Recommendations:

1. All quintile 1 schools in Attachment 1 are designated as high-need schools.
2. All state reconstituted schools are high-need schools
3. All stage 4 & 5 schools under the federal accountability system (AYP) are high-need schools (In 2006-07, Dallas ISD has no stage 4 or 5 schools).

### II. What are the criteria for principals/campus administrators receive high-need school incentive?

The following factors were considered for the eligibility criteria:

- Principals/campus administrators must show measurable evidence of being effective. This includes existing principals/campus administrators and those new to the district.
- Incentive plan should allow sufficient time to improve: high-need incentive vs. performance incentive.

#### Recommendations:

1. In order to attract effective principals/campus administrators to high-need schools, the incentive should be at least \$10,000.
2. Candidates to fill high-need campus administrator vacancies must show measurable evidence of being highly effective as a principal/campus administrator in prior years. The details of this requirement are to be included the RFP process.
3. Principals/campus administrators should be allowed sufficient time to improve school performance according to the following schedule:

#### New Principals/Campus Administrators on High-Need Campuses

- (a) In 2007-2008, principal/campus administrator receives high-need incentive.
- (b) In 2008-2009, principal/campus administrator will continue to receive high-need incentive if the school shows growth in student performance (SEI  $\geq$  50 from 07-08 data). If high-need school designation is removed, the

- principal/campus administrator will continue to receive stipend as long as  $SEI \geq 50$ , and no decline in federal and/or state accountability.
- (c) In subsequent years, principal/campus administrator will continue to receive stipend as long as  $SEI \geq 50$ , and no decline in federal and/or state accountability.

Existing Principals/Campus Administrators on High-Need Campuses

- (a) In 2007-2008, existing principal/campus administrator will receive a high-need incentive if the school shows growth in student performance ( $SEI \geq 50$  from prior year 06-07), and no decline in federal or state accountability
- (b) In subsequent years, existing principal will continue to receive stipend as long as  $SEI \geq 50$  and no decline in federal or state accountability.

***III. What are the criteria for teachers to receive high-need school incentive?***

Recommendations:

1. In order to attract effective teachers to high-need schools, the incentive should be at least \$6,000.
2. Candidates to fill high-need core teacher vacancies must show measurable evidence of being highly effective as a teacher in prior years.
3. Teachers should be allowed sufficient time to improve student performance according to the following schedule:

Core teachers new to the district

- (a) 2007-2008, teacher receives-high need incentive
- (b) 2008-2009, teacher will continue to receive high-need incentive if the teacher's  $CEI \geq 50$  based on 2007-2008 data.
- (c) In subsequent years, high-need incentive will continue as long as  $CEI \geq 50$ .

Existing core teachers who transfer into high-need schools

- (a) 2007-2008, teacher will receive high-need incentive if the teacher's  $CEI \geq 50$ .
- (b) 2008-2009, teacher will continue to receive high-need incentive if the teacher's  $CEI \geq 50$  based on 2007-2008 data.
- (c) In subsequent years, high-need incentive will continue as long as  $CEI \geq 50$ .

Existing teachers without CEI transferring to core subject (dual certification) will be treated with the same criteria as core teachers new to the district

- (a) 2007-2008 year will receive high need incentive
- (b) 2008-2009 teachers will continue to receive high need incentive if the teacher  $CEI \geq 50$  based on 2007-2008
- (c) In subsequent years, high-need incentive will continue as long as  $CEI \geq 50$ .

**IV. Other considerations:**

1. High-need school list will be calculated at the beginning of each school year using the prior year (most recent) data.
2. School size stipend will be kept separate from high-need school stipend.
3. A permanent committee should be established to review annual list of high-need schools (using contextual information) and consider an appeal process for schools that are close to being high-need.
4. High need school incentive for non-core teachers is under consideration
5. High need school incentive for other campus staff is under consideration

**Attachment 1  
High-Need School Designation Criteria**

<b>Criteria for High-Need Schools</b>	<b>Recommended Statistics (calculated by HS, MS, ES)</b>
1. Overall accountability ratings: state/federal/SEI/campus tiers	School tier
2. Physical location of campus, crime patterns, weapons (zip code where students lives), Feeder patterns, History of mandatory disc. Removals	Crime statistic* and school mandatory and expellable offenses  * Measure of crime near campus such as Dallas Police Department total crimes by beat will be reviewed
3. Teacher turnover	Annual metric to be created to include the following: a) S-54 b) Teacher transfers
4. % at risk students: a. Dropout/failure rate b. Mobility c. Homeless students d. Pregnancy e. % of students not on track to graduate f. % of special need students	% of at-risk students per TEA definition, % mobility & % Special Ed (students will not be double counted).
5. Low SES population on campus	% students who receive free /reduced price lunch (federal definition: low SES >30%)

Simulation Results:

Using 2005-06 data, there are a total of 30 schools: 8 high schools, 6 middle schools, and 16 elementary schools with highest needs (High-Need School Rank =1).

**Simulation of High-Need Schools  
Based on Five Recommended Criteria and 2005-06 Data**

SLN	School Name	06-07 Tier	School Tier	Discipline Offenses*	Teacher Turnover	At-Risk Population	Low-SES Population	High-Need School Rank
<b>14</b>	<b>W W SAMUELL H S</b>	<b>Tier 1A</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>17</b>	<b>H GRADY SPRUCE H S</b>	<b>Tier 1A</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>
3	A MACEO SMITH H S	Tier 1B	1	3	1	1	1	1
13	ROOSEVELT H S	Tier 1A	1	1	1	1	2	1
12	L G PINKSTON H S	Tier 1A	1	1	1	1	2	1
24	NORTH DALLAS H S	Tier 1A	1	2	1	2	1	1
7	THOMAS JEFFERSON H S	Tier 1A	1	3	1	2	1	1
2	W H ADAMSON H S	<b>Tier 1B</b>	1	3	1	3	1	1
1	BRYAN ADAMS H S	Tier 1A	1	2	2	1	3	2
32	JAMES MADISON H S	Tier 1B	1	4	3	1	2	2
8	JUSTIN F KIMBALL H S	Tier 1A	1	1	4	2	3	2
15	SEAGOVILLE H S	Tier 1A	1	1	2	2	4	2
22	WOODROW WILSON H S	Tier 1A	1	3	2	2	4	2
18	SUNSET H S	<b>Tier 1B</b>	1	1	2	3	2	2
<b>16</b>	<b>SOUTH OAK CLIFF H S</b>	<b>Tier 1A</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>3</b>
9	LINCOLN H S	Tier 3	3	2	4	3	1	3
6	HILLCREST H S	Tier 3	3	4	1	3	3	3
5	MOISES MOLINA H S	<b>Tier 1B</b>	1	4	3	3	2	3
23	DAVID W CARTER H S	Tier 1A	1	3	3	3	4	3
21	W T WHITE H S	Tier 3	3	2	2	4	4	3
25	SKYLINE H S	Tier 3	3	3	4	4	3	3
33	SCHOOL OF BUSINESS & MANAGEMENT	Tier 4	4	5	5	4	4	4
34	BOOKER T WASHINGTON H S	Tier 3	3	4	3	4	5	4
37	SCHOOL OF EDUCATION & SOCIAL SERV	Tier 3	3	5	5	5	3	5
38	SCH OF GOVT/LAW/LAW ENFORCEMENT	Tier 4	4	5	5	5	4	5
36	SCHOOL OF HEALTH PROFESSIONS	Tier 3	3	5	5	5	4	5
26	SCHOOL OF SCIENCE & ENGINEERING	Tier 5	5	5	4	5	5	5
39	SCHOOL FOR THE TALENTED & GIFTED	Tier 5	5	5	5	5	5	5
<b>45</b>	<b>E B COMSTOCK MIDDLE</b>	<b>Tier 1A</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>
46	FRED F FLORENCE MIDDLE	<b>Tier 1B</b>	1	1	4	1	3	1
50	ROBERT T HILL MIDDLE	Tier 1A	1	1	4	1	3	1
65	PEARL C ANDERSON MIDDLE	Tier 3	3	1	2	1	1	1
<b>55</b>	<b>THOMAS J RUSK MIDDLE</b>	<b>Tier 1B</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>
60	BOUDE STOREY MIDDLE	Tier 1A	1	1	1	2	1	1

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SLN	School Name	06-07 Tier	School Tier	Discipline Offenses*	Teacher Turnover	At-Risk Population	Low-SES Population	High-Need School Rank
72	SARAH ZUMWALT MIDDLE	Tier 4	4	2	5	1	2	2
52	JOHN B HOOD MIDDLE	Tier 1B	1	4	1	2	2	2
48	W H GASTON MIDDLE	Tier 1A	1	4	3	2	2	2
43	T W BROWNE MIDDLE	Tier 1A	1	1	4	2	3	2
44	E H CARY MIDDLE	Tier 1B	1	2	3	2	1	2
47	BENJAMIN FRANKLIN MIDDLE	Tier 1B	1	3	2	2	4	2
74	EDISON LEARNING CENTER	Tier 3	3	1	5	2	2	2
53	J L LONG MIDDLE	Tier 1B	1	2	3	2	4	2
59	L V STOCKARD MIDDLE	Tier 1A	1	2	3	3	2	2
54	THOMAS C MARSH MIDDLE	Tier 2	2	2	2	3	4	2
51	O W HOLMES MIDDLE	Tier 1A	1	4	1	3	2	2
58	ALEX W SPENCE MIDDLE	Tier 2	2	3	2	3	1	2
63	D A HULCY MIDDLE	Tier 1A	1	4	3	1	3	3
68	RAUL QUINTANILLA MIDDLE	Tier 3	3	1	4	3	3	3
69	SEAGOVILLE MIDDLE	Tier 3	3	3	2	3	4	3
49	W E GREINER MIDDLE	Tier 3	3	3	3	4	3	3
42	W H ATWELL MIDDLE	Tier 4	4	3	4	4	5	4
71	DALLAS ENVIRONMENTAL SCIENCE ACAD	Tier 5	5	4	1	5	4	4
66	HARRY STONE MONTESSORI	Tier 3	3	5	5	4	5	5
75	GEORGE B DEALEY MIDDLE	Tier 4	4	5	5	4	5	5
73	HENRY W LONGFELLOW ACAD	Tier 4	4	5	1	5	5	5
57	WILLIAM B TRAVIS MIDDLE	Tier 4	4	5	5	5	5	5
127	CITY PARK EL	Tier 3	3	5	1	1	1	1
108	BAYLES EL	Tier 3	3	1	1	1	1	1
129	S S CONNER EL	Tier 3	3	2	1	1	1	1
118	W W BUSHMAN EL	Tier 3	3	1	1	1	1	1
216	EDWARD TITCHE EL	Tier 1B	1	1	4	1	4	1
167	KLEBERG EL	Tier 1C	1	1	2	1	2	1
117	RUFUS C BURLESON EL	Tier 2	2	2	1	1	1	1
207	SAN JACINTO EL	Tier 1B	1	1	4	1	4	1
121	JOHN W CARPENTER EL	Tier 3	3	5	1	1	1	1
235	BIRDIE ALEXANDER EL	Tier 1C	1	1	5	1	5	1
109	W A BLAIR EL	Tier 3	3	2	1	1	1	1
110	ANNIE WEBB BLANTON EL	Tier 3	3	1	1	1	1	1

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SLN	School Name	06-07 Tier	School Tier	Discipline Offenses*	Teacher Turnover	At-Risk Population	Low-SES Population	High-Need School Rank
120	F P CAILLET EL	Tier 4	4	1	1	1	1	1
131	IGNACIO ZARAGOSA EL	Tier 1C	1	2	1	1	1	1
128	MARTIN LUTHER KING ELEM	Tier 4	4	1	1	2	1	1
104	WILLIAM M ANDERSON EL	Tier 3	3	1	1	2	1	1
160	SAM HOUSTON EL	Tier 3	3	5	2	1	2	2
159	L L HOTCHKISS EL	Tier 3	3	5	2	1	2	2
142	J N ERVIN EL	Tier 3	3	3	2	1	2	2
143	JAMES W FANNIN EL	Tier 3	3	5	2	1	2	2
141	JILL STONE ELEMENTARY SCHOOL AT V	Tier 3	3	2	2	1	2	2
139	PAUL L DUNBAR EL	Tier 4	4	2	2	1	2	2
144	TOM W FIELD EL	Tier 3	3	2	2	1	2	2
148	TOM C GOOCH EL	Tier 3	3	2	2	1	2	2
153	VICTOR H HEXTER EL	Tier 4	4	5	2	2	2	2
147	CHARLES A GILL EL	Tier 2	2	4	2	2	2	2
116	DAVID G BURNET EL	Tier 3	3	5	1	2	1	2
126	CENTRAL EL	Tier 3	3	2	1	2	1	2
152	MARGARET B HENDERSON EL	Tier 3	3	2	2	2	2	2
276	GILBERT CUELLAR SR EL	Tier 1C	1	2	5	2	5	2
125	CASA VIEW EL	Tier 4	4	2	1	2	1	2
114	JOHN NEELY BRYAN EL	Tier 3	3	2	1	3	1	2
163	ALBERT S JOHNSTON EL	Tier 2	2	1	2	3	2	2
157	JAMES S HOGG EL	Tier 3	3	2	2	3	2	2
161	JOHN IRELAND EL	Tier 2	2	3	2	3	2	2
124	GEORGE W CARVER EL	Tier 4	4	2	1	3	1	2
101	J Q ADAMS EL	Tier 3	3	2	1	3	1	2
158	LIDA HOOE EL	Tier 3	3	1	2	3	2	2
133	BARBARA JORDAN EL	Tier 2	2	5	1	4	1	2
132	B F DARRELL EL	Tier 4	4	2	1	4	1	2
135	EVERETT L DEGOLYER EL	Tier 3	3	2	2	4	2	2
166	EDWIN J Kiest EL	Tier 3	3	2	2	4	2	2
136	L O DONALD EL	Tier 4	4	1	2	4	2	2
189	CLARA OLIVER EL	Tier 1B	1	5	3	1	3	3
232	EDNA ROWE EL	Tier 3	3	1	4	1	4	3
175	UMPHREY LEE EL	Tier 3	3	1	3	1	3	3
269	ONESIMO HERNANDEZ EL	Tier 3	3	1	5	1	5	3

**Simulation of High-Need Schools  
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SLN	School Name	06-07 Tier	School Tier	Discipline Offenses*	Teacher Turnover	At-Risk Population	Low-SES Population	High-Need School Rank
170	RICHARD LAGOW EL	Tier 3	3	3	3	1	3	3
193	JOHN J PERSHING EL	Tier 3	3	5	3	1	3	3
169	ARTHUR KRAMER EL	Tier 3	3	5	3	1	3	3
214	H S THOMPSON EL	Tier 3	3	2	4	1	4	3
195	PRESTON HOLLOW EL	Tier 3	3	5	3	1	3	3
218	GEORGE W TRUETT EL	Tier 3	3	1	4	1	4	3
187	NANCY MOSELEY EL	Tier 3	3	3	3	1	3	3
190	GEORGE PEABODY EL	Tier 4	4	2	3	1	3	3
197	JOHN H REAGAN EL	Tier 4	4	2	3	1	3	3
236	NANCY J COCHRAN EL	Tier 3	3	1	5	2	5	3
263	J P STARKS EL	Tier 3	3	1	5	2	5	3
185	WILLIAM B MILLER EL	Tier 4	4	5	3	2	3	3
178	LISBON EL	Tier 4	4	5	3	2	3	3
250	WHITNEY M YOUNG EL	Tier 3	3	1	5	2	5	3
196	J W RAY EL	Tier 3	3	2	3	2	3	3
198	MARTHA TURNER REILLY EL	Tier 3	3	5	3	2	3	3
281	CESAR CHAVEZ L C	Tier 3	3	2	5	2	5	3
192	JOHN F PEELER EL	Tier 3	3	2	3	2	3	3
283	ESPERANZA MEDRANO	Tier 3	3	3	5	2	5	3
180	B H MACON EL	Tier 5	5	3	3	2	3	3
202	ORAN M ROBERTS EL	Tier 3	3	2	4	2	4	3
225	DANIEL WEBSTER EL	Tier 1B	1	1	4	3	4	3
264	RONALD E MCNAIR EL	Tier 3	3	2	5	3	5	3
106	ARLINGTON PARK EL	Tier 3	3	5	1	3	1	3
137	JULIUS DORSEY EL	Tier 3	3	5	2	3	2	3
177	WILLIAM LIPSCOMB EL	Tier 5	5	5	3	3	3	3
277	THOMAS TOLBERT EL	Tier 3	3	2	5	3	5	3
186	ROGER Q MILLS EL	Tier 2	2	1	3	3	3	3
210	LESLIE A STEMMONS EL	Tier 3	3	2	4	3	4	3
150	N W HARLLEE EL	Tier 3	3	5	2	3	2	3
112	JAMES BOWIE EL	Tier 3	3	5	1	3	1	3
140	AMELIA EARHART EL	Tier 3	3	5	2	3	2	3
199	REINHARDT EL	Tier 4	4	3	3	3	3	3
119	WILLIAM L CABELL EL	Tier 3	3	5	1	3	1	3
111	JAMES B BONHAM EL	Tier 5	5	5	1	3	1	3

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SLN	School Name	06-07 Tier	School Tier	Discipline Offenses*	Teacher Turnover	At-Risk Population	Low-SES Population	High-Need School Rank
237	JOHN W RUNYON EL	Tier 2	2	2	5	3	5	3
168	OBADIAH KNIGHT EL	Tier 3	3	5	2	3	2	3
149	LENORE KIRK HALL EL	Tier 3	3	5	2	3	2	3
260	LORENZO DE ZAVALA EL	Tier 3	3	2	5	3	5	3
188	MOUNT AUBURN EL	Tier 4	4	3	3	3	3	3
130	LEILA P COWART EL	Tier 3	3	4	1	3	1	3
174	ROBERT E LEE EL	Tier 3	3	5	3	3	3	3
191	ELISHA M PEASE EL	Tier 5	5	5	3	3	3	3
200	JOSEPH J RHOADS EL	Tier 4	4	1	3	3	3	3
208	SEAGOVILLE EL	Tier 3	3	3	4	3	4	3
184	BEN MILAM EL	Tier 4	4	5	3	3	3	3
183	THOMAS L MARSALIS EL	Tier 4	4	5	3	3	3	3
181	MAPLE LAWN EL	Tier 3	3	5	3	3	3	3
262	SEQUOYAH EL	Tier 3	3	1	5	3	5	3
182	HERBERT MARCUS EL	Tier 3	3	2	3	3	3	3
265	ELADIO R MARTINEZ EL	Tier 3	3	1	5	3	5	3
270	EDUARDO MATA EL	Tier 1B	1	1	5	3	5	3
156	NATHANIEL HAWTHORNE EL	Tier 3	3	3	2	3	2	3
171	LAKEWOOD EL	Tier 4	4	3	3	4	3	3
105	ARCADIA PARK EL	Tier 3	3	5	1	4	1	3
145	STEPHEN C FOSTER EL	Tier 3	3	5	2	4	2	3
164	ANSON JONES EL	Tier 3	3	5	2	4	2	3
201	CHARLES RICE EL	Tier 4	4	1	3	4	3	3
115	HARRELL BUDD EL	Tier 3	3	5	1	4	1	3
173	SIDNEY LANIER EL	Tier 3	3	2	3	4	3	3
194	K B POLK EL	Tier 3	3	5	3	4	3	3
134	DEALEY MONTESSORI ACAD	Tier 3	3	5	2	5	2	3
203	DAN D ROGERS EL	Tier 1C	1	5	4	1	4	4
211	STEVENS PARK EL	Tier 3	3	5	4	2	4	4
206	ALEX SANGER EL	Tier 3	3	5	4	2	4	4
280	ANNE FRANK EL	Tier 4	4	1	5	3	5	4
213	T G TERRY EL	Tier 3	3	5	4	3	4	4
204	ROSEMONT EL	Tier 3	3	4	4	3	4	4
228	SUDIE L WILLIAMS EL	Tier 3	3	5	4	3	4	4
230	HARRY C WITHERS EL	Tier 3	3	5	4	3	4	4

