

Welcome !

Welcome to the first edition of the *Dallas Achiever* Newsletter! The goal of this newsletter is to keep all district employees up to date on the many incentive programs available to the hard-working campus professional and support staff who serve our schools. The Dallas Independent School District supports and appreciates all educators and wishes to reward effective teachers and principals who inspire student effort, build students' knowledge, and mold student success. The *Dallas Achiever* Newsletter will serve as a form of communication to highlight the various incentive programs that Dallas ISD provides, as well as programs available from the state and federal government.

Current Incentive Programs

For the past few years, there have been two incentive programs in place to award campus staff based on student performance. Those programs are the *Texas Educator Excellence Grant (TEEG)* and the *Outstanding School Performance Award (OSPA)*. The TEEG is one of the Texas governor's education excellence awards which is designed to provide a financial award system to educators who impact student achievement. The TEEG awards campuses primary based on state accountability ratings and this year there are approximately 90 schools participating in the TEEG program.

The OSPA is a district-developed program that awards campuses based on 2 main factors which are the state accountability rating and the School Effectiveness Index (SEI). The SEI is essentially an index that calculates how well schools are improving their students' performance. Schools are automatically participants in the OSPA program. For more information about the TEEG and OSPA programs, please visit the following websites: [TEEG](#) and [OSPA](#).



High-Need Incentive being distributed this Fall


The high-need incentive is being piloted for both teachers and principals during the 2007-2008 school year. The purpose of the high-need incentive is to help staff "high-need" schools with effective principals and teachers. The Principal and Teacher Incentive Fund Advisory Council helped design the criteria for which schools are considered to be a high-need campus. For the 2007-2008 school year there are 16 schools eligible to receive the incentive and only the teachers and principals who qualify within those schools are able to receive the incentive.

| Eligible schools for 2007-2008 High-Needs Incentive | |
|--|-----------------|
| South Oak Cliff | Holmes, O.W. |
| Browne, T.W. | Hulcy, D.A. |
| Carter, D.W. | Kimball, J.F. |
| Comstock, E.B. | North Dallas |
| Rusk, T.J. | Pinkston, L.G. |
| Smith, A.M. | Roosevelt, F.D. |
| Spruce, H.G. | Samuell, W.W. |
| Storey, B. | Seagoville High |

TIF Grant

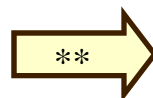
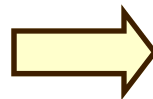
While most schools are familiar with the TEEG and OSPA programs, a new grant for incentives that is being implemented this year is the *Teacher Incentive Fund*. The *Teacher Incentive Fund* or TIF is a five-year \$22 million grant from the U.S. Department of Education that the Dallas Independent School District was awarded in the fall of 2006. The TIF grant will help fund teacher and principal incentives to improve student achievement and will also help hire teachers in high need schools and hard-to-staff subjects. A unique benefit of the TIF program is that the incentives can reward effective teachers regardless of whether their campus is performing up to standards (unlike TEEG or OSPA).

The Incentive program being developed from TIF funds will be two-part in that there will be a Principal Incentive Program and a Teacher Incentive Program. Each program will consist of multiple components which will give both teachers and principals multiple ways to receive incentives. Both programs will be implemented in phases and each phase will be piloted according to a schedule set forth by the [Teacher and Principal Incentive Advisory Council](#).

| Program Highlight | |
|---|--|
|  | <p>The grant will support the district in the goals set forth by the Dallas Achieves Commission of recruiting, retaining and rewarding teachers and principals for results.</p> |

TIF offers multiple ways to receive funds

The incentive program being developed will eventually consist of five major categories in which teachers and principals can qualify to receive funds. Each category will have specific criteria and award amounts for teachers and principals. Once the final program has been fully implemented, the funding for the incentives will come from a mixture of state grants, federal grants, and local district funds.



Five categories of Principal and Teacher Incentives



** For future implementation