



# Lessons Learned: Evaluating the First Year of the GEEG and TEEG Programs

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# Governor's Educator Excellence Award Program

- Governor's Educator Excellence Grants Program (GEEG)
  - \$10 million per year in federal funding for high performing schools serving low income students
  - 3-year commitment
- Texas Educator Excellence Grant Program (TEEG)
  - \$97.5 million per year in state funding for high performing schools serving low income students
- District Awards for Teaching Excellence (DATE)
  - \$150 million for one year in state funding for any Texas district or independent charter school willing to provide matching funds



# The TEEG and GEEG Programs



## Program Guidelines

- Participation is voluntary
  - 2 GEEG eligible schools opted out
  - 53 TEEG eligible schools opted out
- Incentive plans must be developed and approved by a school-based committee with significant teacher participation
  - At least 3 teachers must write letters of support for the plan
- Incentive plans must be approved by both the district and the local school board



## GEEG Funding

- Non-competitive, three-year grants to 99 schools
  - Schools notified of eligibility Feb. 2006
  - First-year teacher bonuses distributed fall 2006
- \$60,000 to \$220,000 per year, based on fall enrollments in 2004-05
  - Average award 5.1% of instructional payroll in 2005-06
  - Awards range from 2.6% to 16.5% of instructional payroll

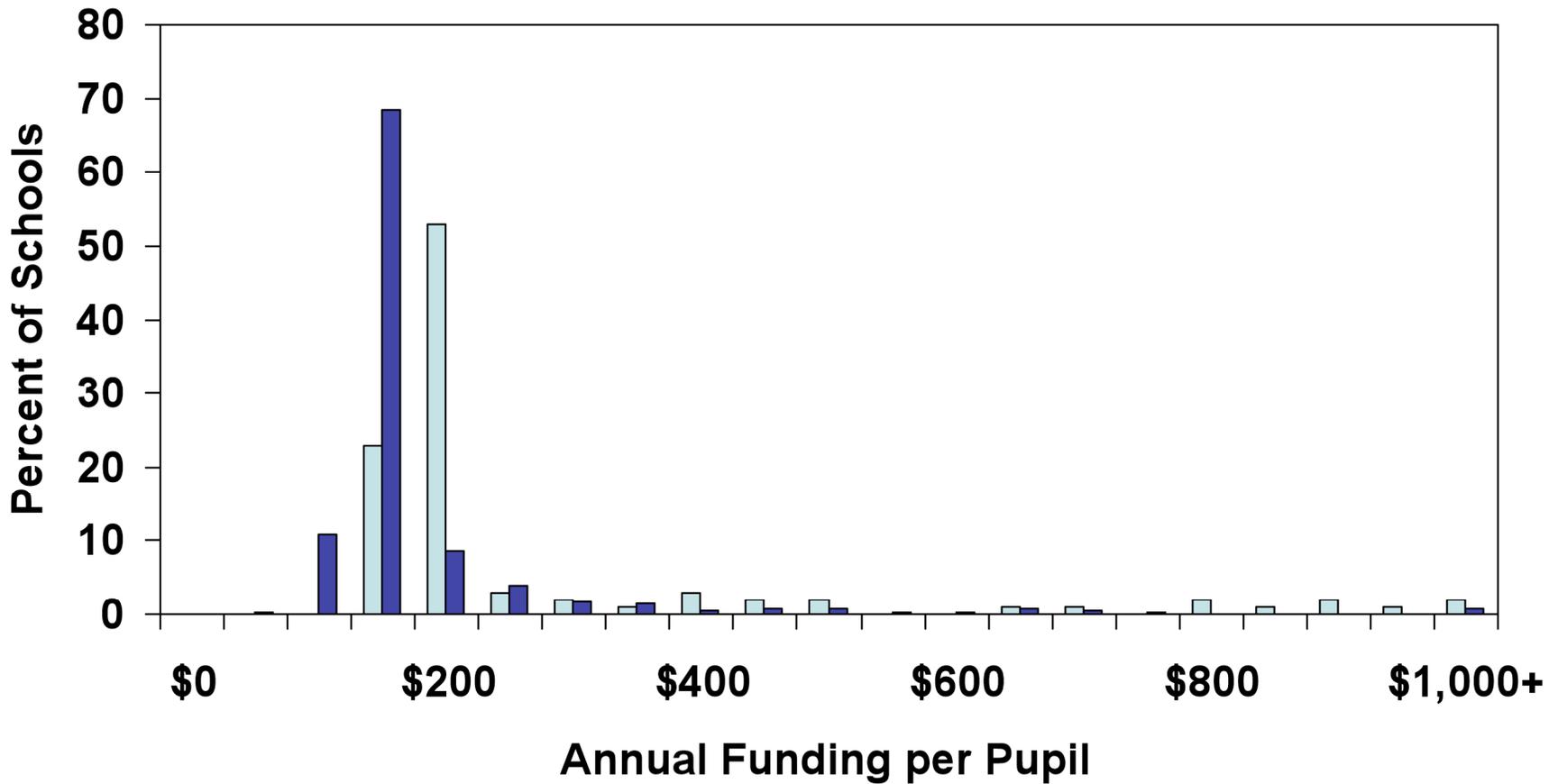


## TEEG Funding

- Non-competitive, one-year grants to 1,148 schools
  - Schools notified of eligibility summer 2006
  - First-year teacher bonuses distributed fall 2007
- \$40,000 to \$295,000 per year, based on fall enrollments in 2004-05



# Distribution of GEEG & TEEG Funding



## Two Parts to GEEG and TEEG Funding

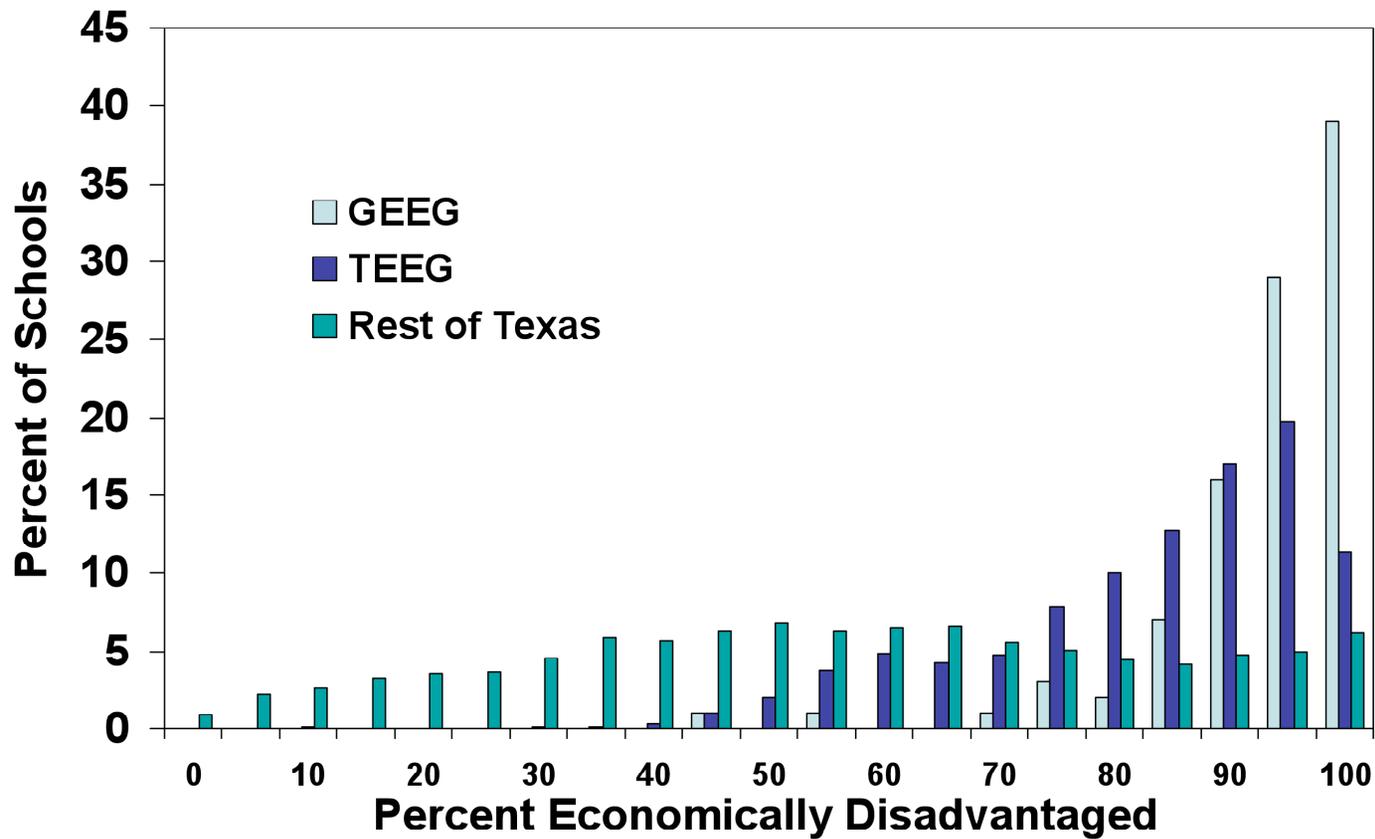
- Part 1 funds (75%) provide incentive awards for full-time teachers
- Part 2 funds (25%) provide incentive awards to other school personnel, or fund professional development, mentoring programs, new teacher induction, etcetera



# The TEEG and GEEG Schools



# Student Demographics 2005-06



## Two Performance Criteria

- High performing
  - Rated Recognized or Exemplary, or
  - High TAKS passing rates if it is a registered alternative education campus
- High improving
  - In the top quartile of Comparable Improvement for math and reading



# The Incentive Plans



# Plan Criteria for Teacher Awards, Year 1

TEEG Criteria for Teacher Awards	TEEG Schools	GEEG Schools
Criterion 1: Student Performance + Criterion 2: Teacher Collaboration	56.2% (584)	45.5% (45)
Criterion 1: Student Performance + Criterion 2: Teacher Collaboration + Criterion 3: Teacher Initiative & Commitment	39.0% (406)	39.4% (39)
Criterion 1: Student Performance + Criterion 2: Teacher Collaboration + Criterion 4: Hard-to-Staff Areas	0.8% (8)	1.0% (1)
Criterion 1: Student Performance + Criterion 2: Teacher Collaboration + Criterion 3: Teacher Initiative & Commitment + Criterion 4: Hard-to-Staff Areas	2.8% (29)	14.1% (14)

N=1,027 (The full extent of criteria used is unclear in 13 TEEG Cycle 1 applications.)

Source: Information based upon evaluators' analyses of 1,040 TEEG Cycle 1 program applications during the summer and fall 2007.



## Student Performance Indicators

	GEEG	TEEG
Non-academic indicator	20.2% (20)	5.9% (62)
Campus rating <u>achievement level</u>	49.5% (49)	15.3% (159)
Campus rating <u>measure of growth</u>	17.2% (17)	0.5% (5)
Student assessment <u>achievement level</u>	69.7% (69)	90.7% (943)
Student assessment <u>measure of growth</u>	34.3% (34)	26.5% (276)

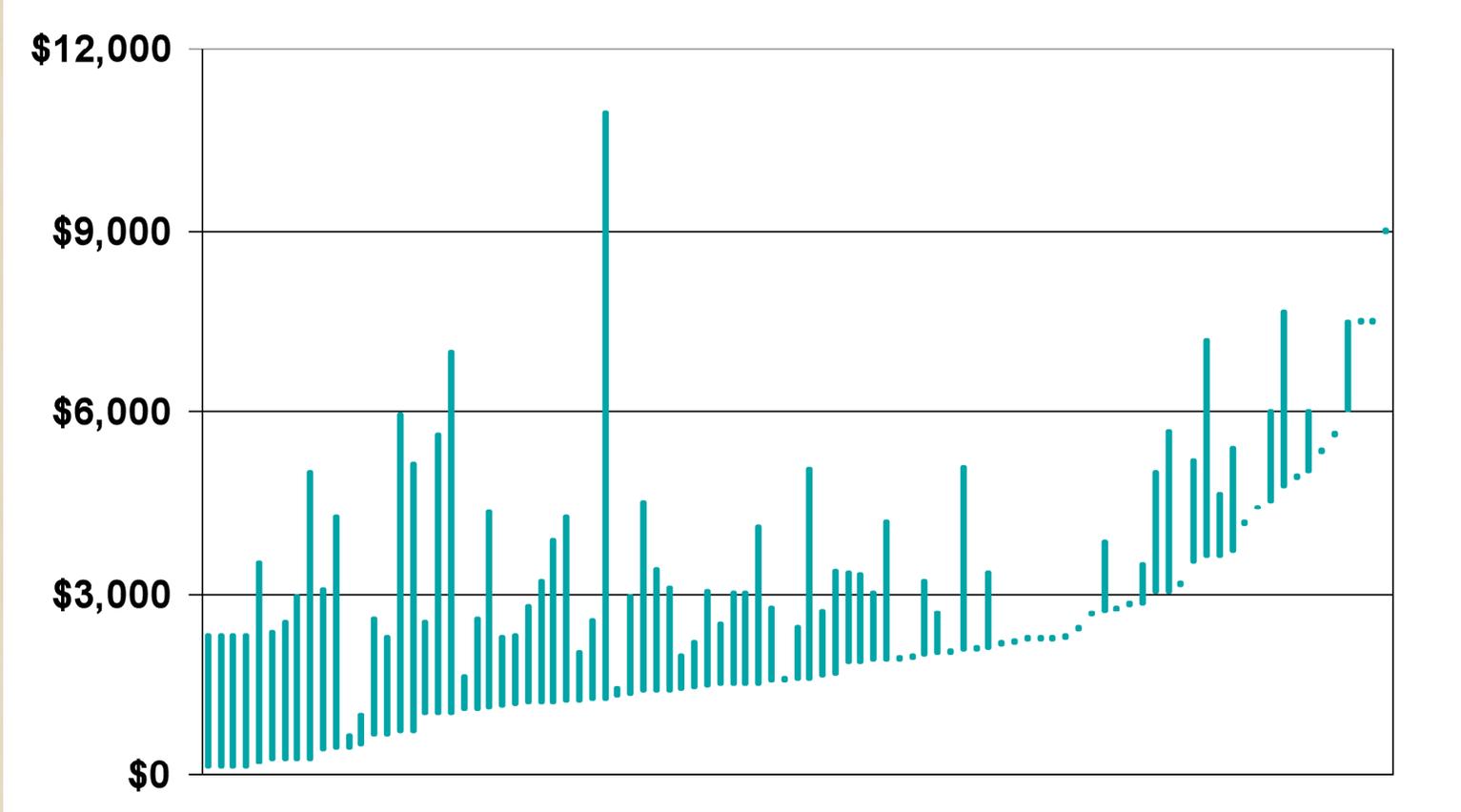
GEEG (n=99), TEEG (n=1,040)

Note: Percentages may not add up to 100% because numbers are based on duplicated counts.



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# The Proposed Distribution of GEEG Teacher Awards

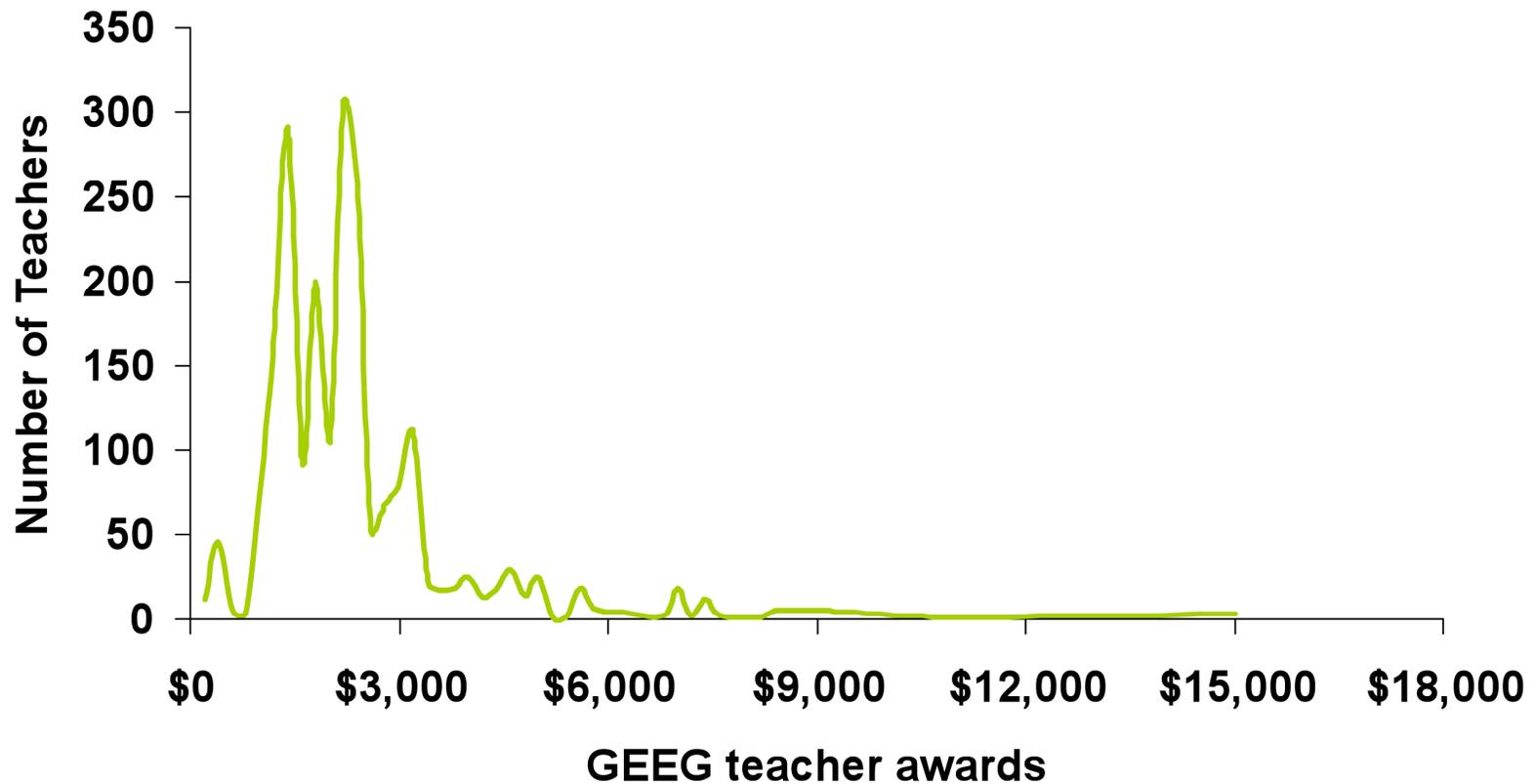


Source: GEEG applications submitted to TEA for 93 schools.

# Implementing GEEG



# The Distribution of Teacher Awards

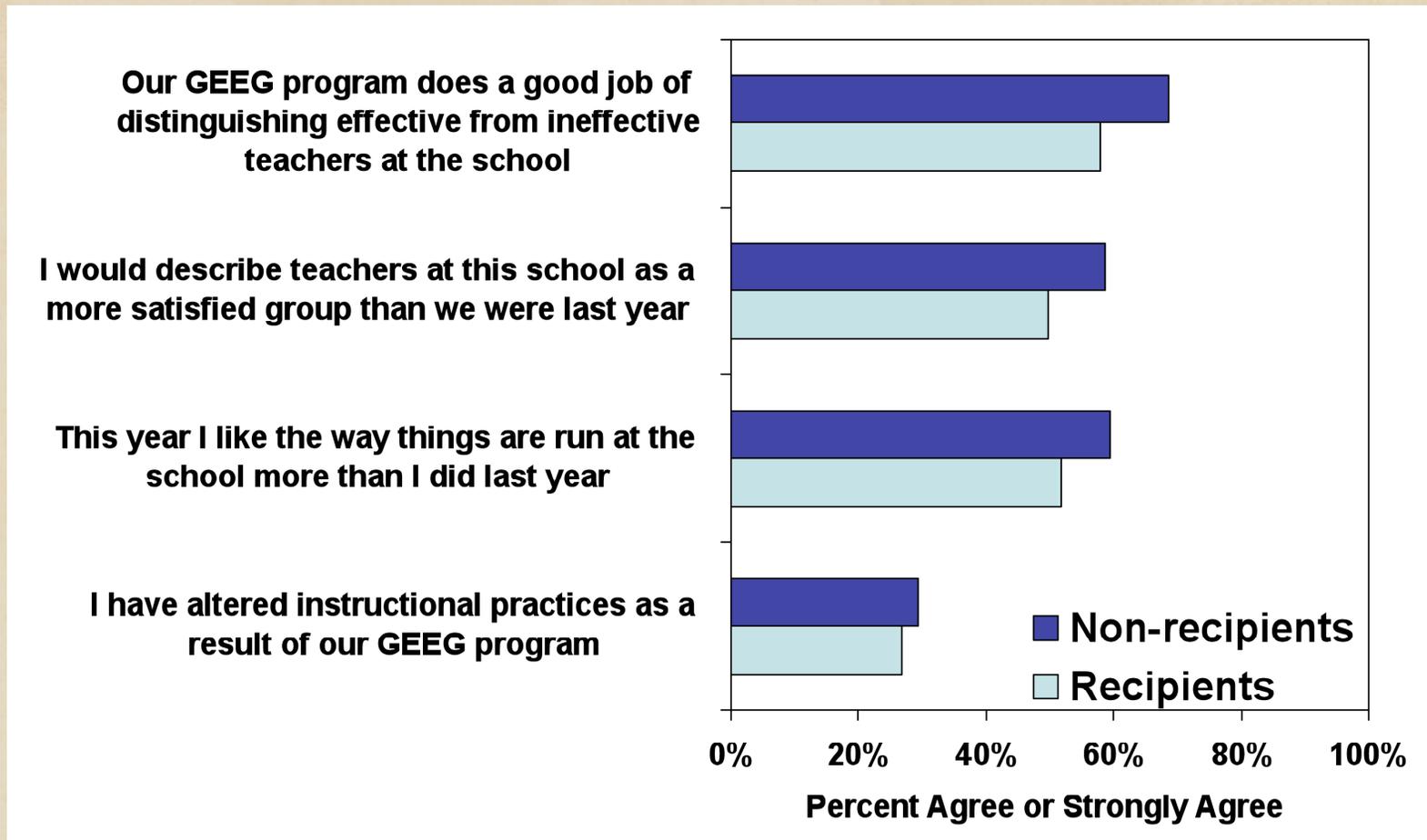


Source: Payroll supplement files for 75 schools

# Year End Teacher Survey

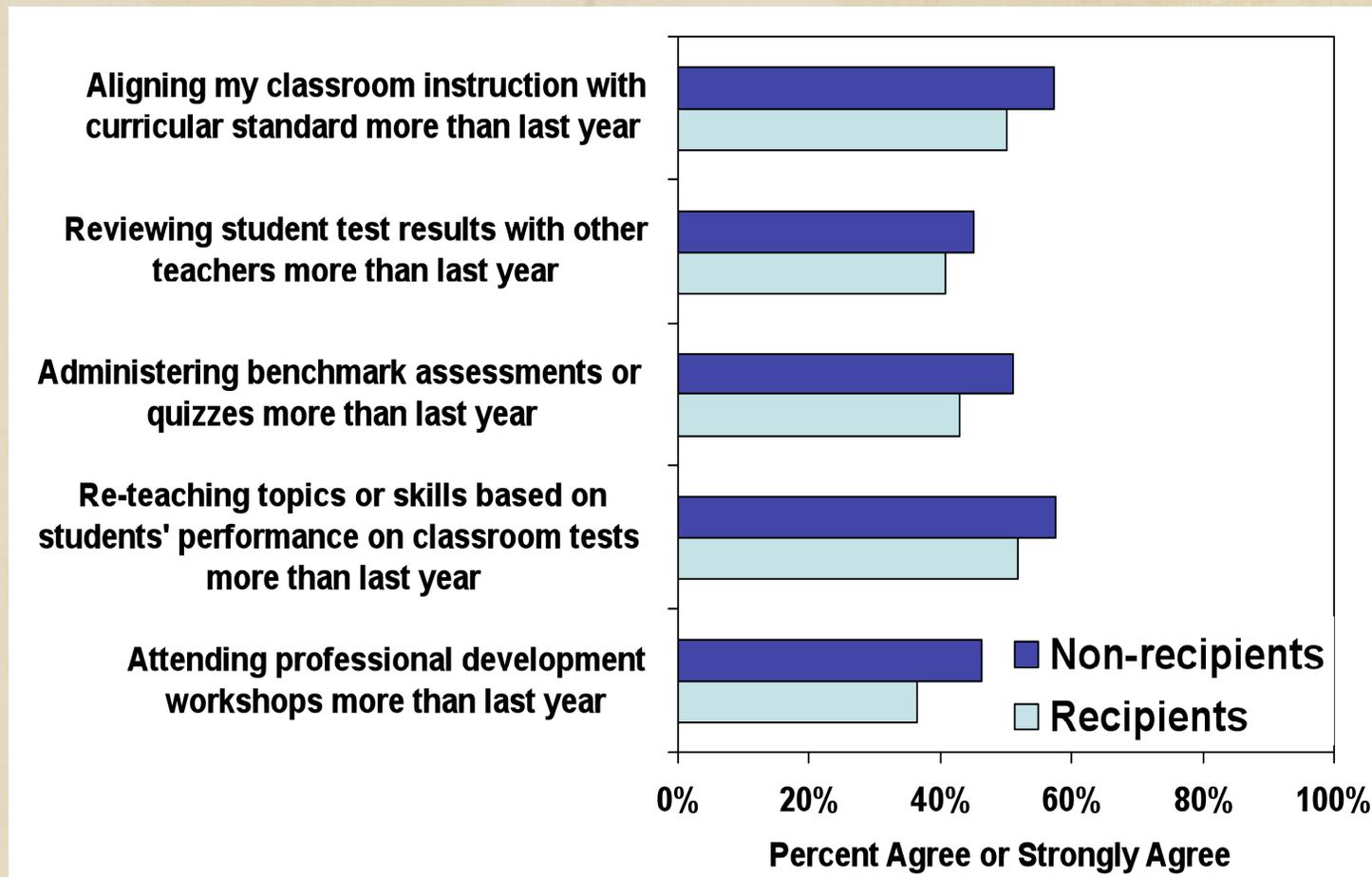


# Teachers' Perceptions of GEEG



Note: All differences statistically significant. N=3,032

# Changes in Instructional Practices



Note: All differences statistically significant. N=3,032

## Summarizing the Survey Results

- The majority of teachers in GEEG schools viewed GEEG favorably
  - Non-recipients slightly more favorable than award recipients
- A large percentage of teachers in GEEG schools report shifting toward instructional practices considered to be more effective
  - More change among non-recipients



## Lessons Learned

- Texas only state formally evaluating plan
- When left to their own devices, most schools
  - Incorporate multiple measures of student performance
  - Design relatively weak incentive plans
- There is no evidence that GEEG or TEEG has had a detrimental effect on schools



## Further Analyses

- Analyze determinants of incentive plan design
- Analyze years 2 and 3
- Analyze the policy implications of letting teachers design their own incentive plans
- Analyze impact on student performance
- Analyze impact on teacher turnover



For a copy of the reports, go to  
[http://www.tea.state.tx.us/opge/progeval/  
TeacherIncentive/](http://www.tea.state.tx.us/opge/progeval/TeacherIncentive/)

