

# Rewarding Educator Collaboration

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Independent School District



# District Strategic Interest

- Promote the retention of highly effective teachers – some campuses had a long history of teacher turnover and poor academic performance
- Provide recruiting incentive to attract highly effective teachers to work at economically disadvantage campus especially around critical shortage areas of secondary math/science
- Encourage collaboration and cooperation between teachers, especially new teachers with more experienced/effective teachers
- Recognize and reward exceptional student academic progress at the campus and classroom level
- Tightly compressed salary schedule provided limited opportunity to differentiate high performers



# Program Overview: Rewards and Incentives

## Incentives

*Financial and Working Condition  
Improvements to attract educators*

- Market aligned incentives annually for each of year of the pilot to attract teachers to hard-to-staff schools
- Improved working conditions focused on supporting teachers and improving climate:
  - 5 additional days paid at daily rate
  - Dedicated Beginning teacher advisers
  - Dedicated campus data analyst
  - Dedicated content experts
  - Deans of Instruction (Secondary)
  - Full-time parent liaisons funded
  - Teacher assistants for every elementary classroom, K-2.

## Rewards

*Rewarding teams of educators who accelerate  
student growth*

- Rewards for four types of teams on a campus using a campus scorecard template
  - Whole campus
  - Grade Content
  - Vertical Synergy
  - Horizontal Synergy



# Four ways to earn rewards : Campus Scorecard

	Reading /ELA	Math	Science	Social Studies	Grade-Level Bonus
12th					
11th	[Green Box]		[Green Box]	[Green Box]	
10 <sup>th</sup>	[Green Box]	[Green Box]	[Green Box]	[Green Box]	[Orange Box]
9th			[Green Box]		

**Vertical Bonus**

■ = Stanford 10  
■ = TAKS

**Campus Reward**

**Individual Grade/ Content Area Team Reward**

**Grade Level Synergy Bonus (Horizontal)**

**Content Area Synergy Bonus (Vertical)**

If 6 or more of the 12 total cells (50%) show significant growth

ALL teachers, campus-based certified instructional support, counselors, librarians

Principal & AP participate

Tested content teacher teams to earn if significant growth for individual grade-content

All tested-content teachers who teach a grade level that shows significant growth *across academic areas*

All tested-content teachers who teach a content area that shows significant growth *across grade levels*

**Plus an additional bonus for Advanced Placement**

# Lessons Learned

- **Identify what's important first.** What is measured says a lot about what is important, be clear that you understand what's important than think about how to measure it.
- **Teacher buy-in is essential.** The specific words and positioning will send huge messages about what you think is important. Ask teachers for their opinions and then show them that you listened.
- **Tell 'em, tell 'em, and tell 'em again.** Say the same thing in multiple ways, multiple times and then do it again
- **Communicate broadly.** Not only did we share information with the campuses impacted, but everyone needed to be aware of what was happening.
- **Be transparent and honest.** Trust is built through actions – let people hear about your missteps and solutions.
- **Be willing to adjust, just not too much.** There was a lot that was not known and couldn't be known. Be flexible but firm on the things that are non-negotiable.

