

Governor's Virginia Performance Pay Incentives (VPPI) Initiative

Presentation to the Senate Finance Education Subcommittee

January 20, 2011

Mrs. Patty S. Pitts

Assistant Superintendent for Teacher Education and Licensure

Virginia Department of Education



Competitive Grants for School Division Pilots

- The proposed Virginia Performance Pay Incentives (VPPI) Initiative will provide \$3 million from the general fund to award competitive grants for school divisions in each of the eight superintendents' regions to pilot performance pay models in identified hard-to-staff schools.

Criteria for Identifying Hard-to-Staff Schools

- For purposes of this initiative, a hard-to-staff school in a Virginia school division has been identified as one that meets at least four of the following eight criteria:
 - Accredited with warning;
 - Average daily attendance rate is two percentage points below the statewide average;
 - Percent of special education students exceeds 150 percent of the statewide average;
 - Percent of limited English proficient (LEP) students exceeds 150 percent of the statewide average;
 - Percent of teachers with provisional licenses exceeds 150 percent of the statewide average;
 - Percent of special education teachers with provisional special education licenses exceeds 150 percent of the statewide average;
 - Percent of inexperienced teachers (0 years of teaching experience) hired to total teachers exceeds 150 percent of the statewide average; and
 - School has one or more inexperienced teachers (0 years of teaching experience) in a critical shortage area.

Teacher Evaluation Work Group

- The success of any performance pay program is dependent on the validity of the evaluation system that is used to make decisions about employee performance. The pilot schools will implement a comprehensive evaluation system for making decisions about teacher performance that is aligned to standards and indicators developed by a stakeholder work group convened by the Virginia Department of Education.
- The Teacher Evaluation Work Group was comprised of teachers, administrators, superintendents, school board members, representatives from professional organizations, expert consultants, and Department of Education staff.

Teacher Evaluation Work Group

- The work group completed a comprehensive study of teacher evaluation systems and has recommended revised teacher evaluation guidelines, uniform teacher performance standards, and standards for the professional practice of teachers. The performance standards address:
 - professional knowledge,
 - instructional planning and delivery,
 - assessment,
 - learning environment,
 - professionalism, and
 - progress in student achievement.

Performance Pay Incentives

- A hard-to-staff school may pilot models for awarding performance pay focusing on all or specific groups of teachers, such as the following:
 - Teachers in reading and mathematics;
 - Teachers in science, technology, engineering, and mathematics (STEM);
 - Teachers in core subject areas, including collaborating teachers;
 - Teachers in Standards of Learning tested areas;
 - Teachers in the highest need subjects or assignments at the school; or
 - Teachers in career and technical education assigned to teach classes for students seeking industry certification.

Teacher Evaluation and Recognition of Teachers

- All of the documents recommended by the work group include student progress as a significant component of performance evaluations. Progress in student achievement must account for a significant component of the evaluation (at least 40 percent of the evaluation). Multiple measures of student achievement progress must be used in making decisions about an individual teacher's performance evaluation.
- The pilot programs will recognize and reward highly qualified, effective teachers in hard-to-staff schools who earn an exemplary summative rating on performance evaluations in which student achievement is a significant component of the evaluation.

Teacher Criteria

- Teachers must be licensed to teach in Virginia and endorsed in the subject/grade level of assignment.
- Teachers in federal core areas must be highly qualified.
- Teachers must be employed under a teacher contract. Substitute teachers, hourly employees, or teacher aides are not eligible for incentives.
- Teachers who are dismissed, resign, or retire before the end of the school year are not eligible for incentives.
- Teachers must be assigned to the hard-to-staff school, employed by the school board, and provide or support direct instruction.

Teacher Incentives

- Incentive payments may be designated as a range or tiers for target groups (such as differentiating between the teacher of record, teachers in support positions, or teachers of subjects in SOL tested areas).
- The maximum payment a teacher can receive from the pilot funding is \$5,000.
- Incentives must be prorated for teachers who taught less than one FTE (Full-time Equivalent).

Contact Information

Virginia Department of Education

P. O. Box 2120

Richmond, Virginia 23218-2120

www.doe.virginia.gov

(804) 371-2522

