



Ohio Teacher Incentive Fund (Ohio Department of Education) | Ohio

SUMMARY

Ohio Teacher Incentive Fund (Ohio TIF) represents a partnership among the Ohio Department of Education (ODE), Battelle for Kids, and 23 local education agencies (LEAs) throughout the state, representing Ohio's urban, rural, and suburban educational landscape. The Ohio TIF has served, and continues to serve, as a resource in the study of performance-based compensation systems (PBCSs). Through Ohio's TIF PBCSs, principals and teachers are able to earn a potential award of \$4,000, awarded for leadership roles, student achievement, professional development, and student growth (Cincinnati's maximum award amount is higher due to the LEAs' participation in the TIF National Evaluation). Each Ohio TIF LEA designed a PBCS model aligned with its local goals and culture, modifying these models to increase the level of rigor and expectations over time.

PROGRAM GOALS AND EVALUATION

Ohio TIF's overall goals are the following:

- Improve student achievement and student career and college readiness
- Increase teacher and principal effectiveness through enhanced compensation
- Continue to work collaboratively to improve and sustain systems that will recognize and celebrate individual teachers, teams of teachers, and schoolwide staff for success in helping students make substantial academic growth

Westat has provided bi-annual evaluations that ODE has used to inform USDOE program management while also focusing on avenues for enhancement for all levels of their TIF work. Cincinnati Public Schools works with Mathematica as part of the national TIF evaluation.

State: Ohio

Location: Columbus, Ohio

Award amount: \$57,200,117

TIF Cohort: 3

STEM Grantee: No

Number of LEAs participating: 23

Number of schools participating: 107

Number of teachers eligible: 3,096

Number of principals eligible: 150

Superintendent: Dr. Richard Ross

Key program staff:

Bill Sternberg, Project Director

Email: Bill.Sternberg@education.ohio.gov

REWARD STRUCTURE

- All individual TIF LEAs created their own incentive award models based on the following components:
 - Leadership
 - Student Achievement
 - Student Growth
 - Professional Development.
- The maximum award amount per educator is set at \$4,000, half of which must be dedicated for targets established in student growth gains

YEARS 1-4 HIGHLIGHTS

- All TIF LEAs created and agreed on an incentive plan.
- All TIF LEAs received training on the Ohio Principal and Educator Evaluation system. Westat data showed that teachers and principals participating in Ohio TIF are much more knowledgeable about value-added data and are aware of what the diagnostic reports say.
- Ohio TIF teachers learned about formative instructional practices and what types of data inform good practice.
- Ohio TIF established a Career Ladder Design team to explore how it can make further enhancements through the use of career ladders that incentivize teachers to stay in the profession while also taking on leadership roles and responsibilities.
- Ohio TIF provided targeted professional development focused on principal coaching, assessment literacy, student growth measures, and teacher leadership.
- The grantee focused activities at the local level to plan for sustainability of the TIF project through alternative compensation, career ladders, enhanced professional development linked to evaluation feedback, alignment of LEA success metrics with LEA investments, and ensuring a strong evaluation system to support all teachers and principals.

YEAR 5 OUTLOOK

Ohio TIF has messaged continually that in Year 5 of our grant, we want to finish stronger than where we began. The identification of elements that can be sustained long after the grant (i.e., team structures, professional development, and collaborative leadership) are being gathered and reflected upon for future publication.

There are a number of stories to tell regarding educator effectiveness, student preparedness, and LEA self-efficacy that have improved largely in part of our work together. These are all elements of focus as we continue to work to bring our grant to a close.

SUSTAINABILITY

While many of Ohio TIF LEAs concede that the bonus structure of the PBCS used in this grant is not sustainable (only three districts are pursuing opportunities for Alternate Compensation Systems), there are a number of structures and practices in place that our LEAs will continue. The shared leadership culture, professional development, as well as opportunities for students (e.g., post-secondary education options) that have been established in many of our LEAs will continue to be sustained long after our grant expires. This is one testament to powerful practices learned through our work together that has produced meaning, clarity, and enhancement to the educational programs we provide.

PERFORMANCE-BASED COMPENSATION

In December 2013-January 2014, Ohio TIF awarded \$4,201,715.82 in Incentives earned for leadership, professional development, and student growth.