



Alliance College-Ready Public Schools | California

SUMMARY

Alliance College-Ready Public Schools is a nonprofit charter management organization that operates a network of 26 small public charter schools in low-income communities with historically underachieving schools in the city and county of Los Angeles, California. Seventeen of these schools participate in the TIF 4 grant. Alliance uses an educator evaluation system as part of its Educator Effectiveness Initiative to create a comprehensive support and evaluation system that develops, retains, compensates, and promotes a pipeline of effective educators, including teachers, principals, assistant principals, and college counselors. The educator evaluation system features a student growth component, as measured by a value-added model. Alliance also uses educator evaluations to target professional development at specific educator weaknesses. In total, Alliance serves nearly 11,000 students, of whom 94 percent qualify for the free and reduced-price meal program; 91 percent are Latino/Hispanic; 7 percent are African American; 17 percent are English Language Learners; and 9 percent have special needs. All Alliance students are educationally disadvantaged; however, Alliance has a dropout rate near zero, and over 95 percent of its graduates have gone on to college.

PROGRAM GOALS AND EVALUATION

The goal of Alliance TIF is to improve student achievement by increasing the number of highly effective teachers, assistant principals, and counselors. Together, Alliance and The College-Ready Promise (TCRP), established a seven-year, nine-component plan to collectively reform human resource systems in ways that better develop, identify, reward, deploy, and retain the most effective educators. Alliance uses teacher evaluation,

State: California

Location: Los Angeles

Award amount: \$8,951,090

TIF Cohort: 4

STEM Grantee: No

Number of districts participating: 1

Number of schools participating: 17

Number of teachers eligible: 359

Number of principals eligible: 17

Superintendent: N/A

Key program staff:
 Dan Katzir, President & CEO
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 Robert Mata, Chief Talent Management Officer

professional development (PD), principal effectiveness, career path, and differentiated compensation as the educator effectiveness components. Alliance and its partnering evaluators will conduct a mixed-methods study that focuses on improvements in educator effectiveness and student achievement. The study will use data on students and teachers, educator and stakeholder interviews and surveys, and school-based case studies.

YEAR 1 HIGHLIGHTS

- Evaluated all teachers using the evaluation rubric based on the Framework for Effective Teaching (FET)
- Evaluated all principals using the principal evaluation rubric
- Developed a special education teacher component for the FET
- Continued the development of the assistant principal evaluation and the counselor evaluation rubrics
- Provided PD sessions and materials for beginning teachers and continuing staff based on evaluation data collected during the previous year
- Worked with Urban Teacher Residency United to develop Teacher Residency Program and discussed potential university partners
- Began Assistant Principal Residency Program for teachers aspiring to be assistant principals and the Principal Residency Program for assistant principals aspiring to be principals
- Selected 20 teachers as Alliance Learning & Leadership Initiatives (ALLI) Coaches in The Teacher Career Ladder path

YEAR 2 HIGHLIGHTS

- Fully implemented the teacher and principal evaluation systems as the official system for all schools
- Evaluated all teachers and all principals but one using the evaluation rubrics
- Distributed incentive bonus payouts to teachers based on overall teacher effectiveness ratings
- Completed full development of the assistant principal and counselor evaluation systems
- Continued to provide PD sessions and materials for beginning teachers and continuing staff based on evaluation data collected during the previous year
- Selected 14 teachers as ALLI Coaches in the Teacher Career Ladder Path
- Began plans for expanded Teacher Career Ladder Path opportunities

- Chose University of the Pacific as the new university partner for the Teacher Residency Program
- 13 teachers and 8 assistant principals completed the Assistant Principal Residency Program and Principal Residency Program, respectively
- Hired four teachers who completed the Administrator Residency Program to be Alliance assistant principals and hired two assistant principals who completed the Principal Residency Program to be Alliance principals in SY 2014–15

YEAR 3 OUTLOOK

- Fully implement the teacher and principal evaluation system for a third year
- Implement assistant principal and counselor evaluation systems
- Launch expanded Teacher Career Ladder Path and accept applications for SY 2015–16
- Launch the Teacher Residency program with 10 resident-mentor pairs in conjunction with the University of the Pacific and expand program to include all four core content areas: math, science, history and English
- Select cohort of ALLI Coaches and Administrator Residents
- Expand PD days to support teacher practice based on evaluation data collected during the previous year
- Develop a cadre of highly effective Common Core lead teachers to serve as school site coaches to drive ongoing PD and coaching down to the school site

PERFORMANCE-BASED COMPENSATION

- 2013–14 bonus payouts totaling \$1,105,676.85 were distributed in January 2015.
- Coaching element of Teacher Career Ladder has been fully implemented and full career ladder opportunities will be launched for application in SY 2014–15.