# MISSION POSSIBLE

**December 2008**
Volume 2, Issue 4



HUMAN RESOURCES DEPARTMENT 712 NORTH EUGENE STREET, GREENSBORO NC 27401 (336) 335-3294


**Special Interest Articles**


Hot, Hot, Hot

Voices on the Ground


**Department Highlights**


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**We're on the Web!**
*See us at:*
http://www.gcsnc.com/depts/mission_possible/index.htm

## Hot, Hot, Hot!

The hottest topic on the education scene right now is *differentiated compensation*. And, you are already doing it!

Mission Possible offers differentiated compensation, or pay, to those willing to work in hard to staff positions. Differentiated compensation in GCS ranges from $2,500 up to $10,000. Guilford County Schools is one of hundreds of school systems that have already shifted to a compensation model that uses pay to acknowledge teacher shortages in certain licensure areas. Across the country, many other school districts are adopting this practice in order to entice highly qualified teachers to come work in their districts.

A close relative of differentiated compensation is *pay for performance*. Pay for performance rewards teachers whose test scores meet certain criteria by offering a spot bonus. Mission Possible offers pay for performance awards ranging from $2,500 to $4,000. While some programs opt to utilize one or the other strategy, Mission Possible capitalizes on both differentiated compensation AND pay for performance. Recognized for its unique pay structure and early successes, Mission Possible is a model program on the national scene. For more information about other compensation programs, visit: www.cecr.ed.gov.

## Voices on the Ground

The Mission Possible Teacher Advisory Committee never stops working to perfect the Mission Possible model. The committee's latest recommendation for program improvement is to establish site-based Mission Possible faculty representatives. Representatives will play a key role by communicating information from the Mission Possible Office to incentive paid faculty. Your school representative may also be invited to represent the Mission Possible program at professional conferences or at speaking engagements.

Check out your school's representative below:

Academy at Central, Jonathan Miller

Academy at Smith, Darlene Crawford

Allen, Carmen Harris

Andrews, Susan Ikenberry

Aycock, Sarah Sanchez

Bennett, Tenisha Godley

Bessemer, LaTrice Stokes

Dudley, Kristal Britton

Fairview, Kyrissa Denson

Falkener, Janice Clark

Ferndale, Mark Harris

Foust, Robin Hill

Gillespie Park, Ann Straughan

Hairston, Amy Smith

Hampton Academy, Jill Huddle

High Point Central, Sylvia Cates

Jackson, Christina Smalley

NC A&T Middle College, Arlette, McTillmon

Oak Hill, Joe Brizz

Parkview, Joanna Souza

Penn-Griffin, Amanda Corbett

Smith, Donna Matthews

Union Hill, April Russ

Washington, Eileen Martin

## Upcoming Events

| | | |
|---|---|---|
| Dec | 3 | Mission Possible School Contacts Professional Development Meeting |
| Dec | 4 | SERVE Evaluation Meeting |
| Dec | 4 | Value Added Data Training for Elementary Teachers and All Principals |
| Dec | 5 | Value Added Data Training for Middle, and High Teachers and Senior Staff |
| Dec | 8 | NSDC- National Presentation |
| Dec | 9 | Cumulative Effect Steering Committee |
| Dec | 10 | Alliance for Excellent Education- National Forum Featuring Mission Possible |
| Dec | 11 | Cumulative Effect Seminar Series |
| Dec | 17 | Board of Education Special Called Meeting for Mission Possible |
| Dec | 18 | SERVE Evaluation Meeting |

## Mission Possible Vacancies

Do you know someone who would like to work in a Mission Possible School? Send them the following vacancies and have them contact Amy Holcombe at 336-335-3294:

Allen Middle School, 6th Grade Math
Fairview Elementary School, 5th Grade
Ferndale Middle School, 7th Grade Math
Smith High School, English I
Smith High School, Mathematics

To see upcoming vacancies, visit our Mission Possible Vacancy webpage at:
**http://webapps.gcsnc.com/vacancy/search.do?MP=true**

*Know a great teacher who is interested in working in a Mission Possible School? Use our employee referral system to recommend them for a faculty position! Contact Amy Holcombe at 335-3294 for more information.*

## Frequently Asked Questions

**Q: How will I receive my Value Added Data report for the 2007-2008 school year?**

A: On or before January 14, 2009, your principal will have a sit-down conference with you to go over your Value Added Data (VAD) report. This discussion will include an explanation of your strengths and areas for improvement. At this time, you will also be informed if you qualified for a Mission Possible bonus.

**Q: Why do the Value Added Data reports use a different rating scale this year?**

A: This year, we made the decision to improve the way we identify different levels of teacher effect so that it is easier to understand. Below is a description of the changes.

| Old | New | Description |
|---|---|---|
| ++ | Level 5 | Teacher performance is 1.5 standard errors above the district mean growth score |
| + | Level 4 | Teacher performance is 1.0-1.49 standard errors above the district mean growth score |
| NDD | Level 3 | Teacher performance is average compared to district mean growth score |
| - | Level 2 | Teacher performance is 1.0 standard error below the district mean growth score |
| -- | Level 1 | Teacher performance is 2.0 standard errors below the district mean growth score |

**Q: Is a Level 3 a good or bad Value Added score?**

A: A Level 3 is good. This score indicates that your performance is on par with the average performance of other GCS teachers who teach your same course.

## Course Offerings: 2008-2009

**Year 1 Participant Courses:**

**Cooperative Learning Sessions**

3/3/09, 5:30-8:30, 3 days, Washington Annex (open)

5/16/09, 8:30-3:30, 2 days, Washington Annex (open)

**Anti-Racism/Undoing Racism Sessions**

3/7/09, 8:00-3:00, 2 days, Eugene PTA Room (full)

3/21/09, 8:00-3:00, 2 days, Eugene PTA Room (open)

**Year 2 Participant Courses:**

**Differentiated Instruction**

2/3/09, 5:30-8:30, 3 days, Washington Annex (open)

3/21/09, 8:30-3:30, 2 days, Washington Annex (open)

5/2/09, 8:30-3:30, 2 days, Washington Annex (open)

**Cumulative Effect Seminar Series**

12/11/08, 4:45-6:45, Eastern High School

1/15/09, 4:45-6:45, Southern High School (Makeup #1)

1/29/09, 4:45-6:45, Location TBD

2/26/09, 4:45-6:45, Smith High School

3/26/09, 4:45-6:45, Dudley High School

4/23/09, 4:45-6:45, Southern High School (Makeup #2)

For questions about Professional Development registration, call Connie Hicks at (336) 370-8010.

***Have you voted on your 2009-2010 Year 3 and Year 4 Professional Development yet? Make sure to vote on one of our three options: independent study, a site-based workshop, or the new train-the-trainer option!***

## Professional Development Requirements

**Year 1 Participants:**

**Cooperative Learning**

**Anti-Racism**

**Year 2 Participants:**

**Differentiated Instruction**

**TESA**

**Year 3 Participants:**

Determined by the principal and faculty at each school based upon needs assessment.

**Cumulative Effect Participants:**

**Anti-Racism** (year 1 only)

**Cumulative Effect Seminar Series**

Summer Math Institute

*All workshops must be completed by June 30, 2009 for your current participation year.*

## Contact Information


Amy Holcombe, Ph.D.
Executive Director
(336) 335-3294 x5016
holcoma@gcsnc.com

Wynde Brady
Data Manager
(336) 335-3294 x5015
bradys@gcsnc.com

Tracey Howell
Project Manager
(336) 202-4860
thhowell@uncg.edu

Holli Bayonas, Ph.D.
Evaluation Specialist
(336) 315-7438
hgottsch@serve.org