

Feature Articles

Measuring What Matters

Value Added Data in Ten Easy Steps

Department Highlights

Upcoming Events	2
Vacancy Report	2
In the News	2
Course Offerings	3
PD Requirements	3
Contact Information	3

We're on the Web!

Visit us at:
http://www.gcsnc.com/depts/mission_possible/index.htm



Measuring What Matters

On September 14, 2009, Guilford County Schools hosted a teacher quality forum to discuss teacher compensation and answer the question, "Is it time to rethink the way we pay our teachers?" The forum, titled "Measuring What Matters: Paying for Teacher Quality," was funded by the Center for Educator Compensation Reform through the U.S. Department of Ed. Nationwide, teachers are traditionally paid on a single salary schedule with standardized increases based on years of experience, advanced degrees and certification

levels. On average, about 35 percent of school districts' teacher compensation budgets go toward these standardized increases. Furthermore, traditional schedules do not take into account student achievement, nor do they provide motivation or rewards for elevated levels of school or teacher effectiveness. "America's central educational challenge is to dramatically improve student performance, and we know teachers drive student performance" said Dr. Sabrina Laine, chief program officer for educator quality at Learning Point Associates. Laine added that based on

research, teachers are the greatest school-based influence on student achievement. "We know that teachers matter," said Dr. Jim Guthrie, professor of educational leadership at Peabody College of Vanderbilt University. "Now, the challenge is determining how we can find which teachers are effective and by what means we can appropriately incent them to perform at their very highest." To learn more, visit: <http://www.gcsnc.com/wh/atmatters/index.htm>.

Value Added Data in Ten Easy Steps

Ever wonder how student test scores get turned into individual teacher Value Added Data (VAD) reports? Below are the ten steps your student data goes through before it ends upon your desk...and hopefully as a performance incentive in your paycheck!

October

1. Student/Teacher linkages are sent to schools and teachers for verification
2. Principals return linkage corrections to the Mission Possible Office

3. Mission Possible Office reviews and enters all corrections in a master database that is then sent to SAS, Inc. for processing

November

4. SAS, Inc. processes student/teacher linkages and generates individual teacher Value Added Data reports
5. SAS, Inc. electronically transfers 3,000+ VAD files to GCS
6. Mission Possible Office reviews and catalogs VAD reports and teacher scores

7. Mission Possible Office prints and disseminates double copies of 3,000+ VAD reports to regional superintendents and principals
8. Principals hold VAD conferences with individual teachers to review results
9. Mission Possible pays performance incentive bonuses to qualifying teachers
10. Mission Possible Office reports summary VAD results to the GCS School Board in an annual program update.

Upcoming Events

Oct	6	Board of Education Meeting Cumulative Effect Update
Oct	9	SERVE Evaluation Work Session
Oct	12	Action Greensboro Foundations Meeting Cumulative Effect Update
Oct	15	Cumulative Effect Seminar #2 (HPC)
Oct	19	Principals Advisory Council Meeting Pay for Performance
Oct	26-27	Mission Possible Executive Leadership Training for Principals
Nov	4, 9, 10	Center for Creative Leadership Training for Mission Possible Teacher Leaders
Nov	5	SERVE Evaluation Work Session
Nov	10	Mission Possible Featured at National Value Added Conference in Houston
Nov	19	SERVE Evaluation Work Session
Nov	19	Cumulative Effect Seminar #3 (SHS)

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:

Ferndale Middle School, 8th Grade Math

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? Contact Amy Holcombe at 335-3294 for more information.

In the News

Mission Possible

September 18, 2009 - Business Journal

[GCS: Merit pay plan succeeding, but expansion not definite](#)

September 14, 2009 - WFDD Radio

[Teacher Pay: Guilford County Schools is considering paying teachers based on performance](#)

Teacher-Designed Performance-Pay Programs Offer Smaller Incentives to More Teachers—

VUCast (Vanderbilt University's News Network). August 20, 2009.

<http://sitemason.vanderbilt.edu/news/releases/2009/08/20/teacher-designed-performance-pay-programs-offer-smaller-incentives-to-more-teachers.87113>

A study by the National Center for Performance Incentives at Vanderbilt University suggests that when teachers have a hand in designing performance-pay programs, the programs offer smaller awards to a higher proportion of teachers.

Gates Foundation Focuses on Teacher Quality—Associated Press. August 19, 2009.

<http://www.newsday.com/gates-foundation-focuses-on-teacher-quality-1.1378881>

The Bill & Melinda Gates Foundation will spend half a billion dollars over the next five years researching and testing methods for rating teachers and piloting new ways of recruiting, training, assigning, and assessing teachers in a handful of districts across the United States.

Teachers Debate Merit Pay—FOX23.com. August 11, 2009.

<http://www.fox23.com/news/local/story/Teachers-Debate-Merit-Pay/dj4X9kS4yk2hauBmhPeAhg.csp?rss=77>

The Tulsa teachers' union expressed support for a performance-based pay plan for the city's teachers, but not all teachers agree.

Course Offerings: 2009-2010

Year 1 Participant Courses:

[Cooperative Learning Sessions](#)

9/26/09, 8:30-3:30, 2 days, Washington Annex (open)

[Anti-Racism/Undoing Racism Sessions](#)

11/5/09, 4:30-8:00, 3 days, Location TBA (full)

Year 2 Participant Courses:

[Differentiated Instruction](#)

10/15/09, 5:30-8:30, 3 days, Washington Annex (open)

11/7/09, 8:30-3:30, 2 days, Washington Annex (open)

1/7/10, 5:30-8:30, 3 days, Washington Annex (open)

[TESA](#)

10/3/09, 8:30-11:30, 2 days, Washington Annex (open)

Cumulative Effect Seminar Series

10/15/09, 4:45-6:45, High Point Central

11/19/09, 4:45-6:45, Southern High School

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



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.

Cumulative Effect Participants:

[Anti-Racism](#) (year 1 only)

[Cumulative Effect Seminar Series](#)

Summer Math Institute

All workshops must be completed by June 30, 2010 for your current participation year.



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