

Special Interest Articles

Teachers Receive Over \$300,000 in Bonuses

What does Obama have to do with MP?

Department Highlights

Upcoming Events	2
Vacancy Report	2
FAQ's	2
Course Offerings	3
PD Requirements	3
Contact Information	3

We're on the Web!

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



Teachers Receive Over \$300,000 in Bonuses!

This year 89 Mission Possible faculty received a large bonus in their January, 2009, paycheck. In total, the district paid out \$320,275 in performance incentive dollars to Mission Possible faculty. That is an increase of \$52,025 over last year's payout.

Numerous faculty qualified for incentive bonuses several times over. For example, one teacher qualified for a \$4,000 incentive in Algebra I, Algebra II AND Geometry!

To earn a Performance Incentive, your Value Added Data needed to demonstrate that your student growth exceeded the district mean student growth score by one or more standard errors. Faculty whose growth score was 1.0-1.49 standards errors above the mean earned a bonus of \$2,500. Those whose score was 1.50 or higher earned \$4,000. Elementary faculty scores are always calculated as a composite of reading and math scores for the same group of students. Fourth

and fifth grade scores are calculated using the same VAD method as secondary schools. Third grade incentives are calculated using ABC growth scores as third grade students do not have sufficient standardized tests scores to enable the calculation of VAD.

Congratulations to High Point Central who earned the highest total incentive amount, \$44,000. Dudley was a close second earning \$37,475 in incentives. Great job!

What does Obama have to do with MP?

The current state of the economy likely has you wondering about the future of Mission Possible. President Obama's Economic Stimulus Plan may offer some relief!

In total, we have 30 Mission Possible and/or Cumulative Effect Schools. Twenty schools are funded out of local dollars, two out of private donations from Action Greensboro, and the remaining eight are funded with federal Teacher Incentive Fund grant dollars. In total, it costs approximately \$5 million per year to sustain the Mission

Possible recruitment and retention incentives, performance incentives, and professional development. While costly, the program has had many early successes and is trending towards continued success.

Obama's stimulus plan proposes an additional \$200 million in funding for districts offering differentiated compensation packages such as Mission Possible. An extension of the current Teacher Incentive Fund grant, these dollars have

the potential to not only sustain the funding of the eight federally supported Mission Possible schools but to extend funding to our twenty-two locally funded schools.

Nothing will be definitive until the plan is approved and amounts of each funding area are finalized. In preparation of anticipated additional funding, the Mission Possible Office has begun designs for a TIF continuation grant. To submit suggestions for program design, email Amy Holcombe at holcoma@gcsnc.com.

Upcoming Events

Feb	5	SERVE Evaluation Meeting Cumulative Effect Foundation Meeting
Feb	10	Cumulative Effect Steering Committee
Feb	16	EVAAS Database Training for New Principals
Feb	19	SERVE Evaluation Meeting Transfer Fair at Smith High School
Feb	23	NC Professional Educator Evaluation System Train-the-Trainer Session #1
Feb	26	Cumulative Effect Seminar Series at Smith HS

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:

Andrews High School, Mathematics

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



Frequently Asked Questions

Q: I received an email from Wynde Brady that included my Mission Possible data sheet. What am I supposed to do with it?

A: Look over your data sheet carefully to make sure your biographical information is correct. Check to make sure your start date, school, and teaching assignment are up-to-date as changes occur at the semester. Review your professional development course information and note any workshops that are missing completed course codes for your participation year.

Q: What do I do if I'm missing a course that I am required to take before June 30, 2009?

A: You can register to take courses in several ways:

1. Click on the links in your Data Sheet
2. Click on the links in the Professional Development section of this newsletter
3. Go to www.gcsnc.com and register on the professional development page

Q: How did you make that cool video that was sent as a link within the data sheet email?

A: We used a new software program called GoToMeeting to record the instructions for completing your data sheet. Your Mission Possible orientation will be conducted through GoToMeeting next semester so be on the lookout!

Q: Can I transfer from one Mission Possible school to another?

A: As long as you are eligible to transfer, you may transfer to any other school including another Mission Possible school.

Know a great teacher who is interested in working in a Mission Possible School? Contact Amy Holcombe at 335-3294 for more information.

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 (full)

Another course will be opened in June to accommodate faculty on current waiting lists.

Year 2 Participant Courses:

[Differentiated Instruction](#)

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

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

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