

Guilford County Schools (GCS) Mission Possible

is a comprehensive teacher incentive plan that combines multiple components to recruit and retain highly effective teachers and administrators for the ultimate goal of increasing student achievement in schools with critical needs. GCS is the first school system in the state to pilot an alternative salary structure on this level.

Mission Possible schools are professional learning communities with supportive leaders and collaborative work environments. Teachers and administrators receive ongoing specialized training, extensive collaborative support, reduced class sizes, recruitment incentives and become eligible for performance incentives based on grade levels and subjects that are part of state and national accountability requirements. These incentives are available to kindergarten through fifth-grade teachers, sixth- through eighth-grade teachers of language arts, reading or math, as well as high school math and English I teachers, curriculum facilitators and principals.

Mission Possible
Guilford County Schools
712 N. Eugene St.
Greensboro, NC 27401

Phone: (336) 335-3294
Fax: (336) 370-8398

In compliance with federal laws, Guilford County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law. Refer to the Board of Education's Discrimination Free Environment Policy AC for a complete statement. Inquiries or complaints should be directed to the Guilford County Schools Compliance Officer, 120 Franklin Blvd., Greensboro, NC 27401; 336-370-2323.



Guilford
County Schools

Guilford County Schools Mission Possible

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PAY INCENTIVES

Mission Possible teachers are eligible for two types of incentive pay:

- A recruitment/retention incentive is paid on a recurring annual basis in monthly increments for working in a qualifying position at a Mission Possible school.
- Performance incentives are paid as single payments no later than December 1 after a teacher's prior year annual performance has been determined.

Recruitment/Retention Incentives

Position	Incentive
K-5	\$2,500
6-8 Language Arts or Reading	\$2,500
6-12 Math without a math degree or 24 content hours	\$2,500
6-12 Math with a math degree or 24 content hours	\$9,000
Algebra I	\$10,000
English I	\$2,500
Elementary Principal	\$5,000
Middle School Principal	\$7,500
High School Principal	\$10,000

Performance Incentives

Position	Level I (>1.0 SE)	Level II (>1.5 SE)
K-2	Not Eligible	Not Eligible
3-5 Composite EOG	\$2,500	\$4,000
6-8 LA/Reading	\$2,500	\$4,000
6-12 Math	\$2,500	\$4,000
Algebra I	\$2,500	\$4,000
English I	\$2,500	\$4,000

Position	Level I (>50%)	Level II (>75%)
IB and AP Math	\$2,500	\$4,000

Position	School Makes AYP
Principal	\$5,000
Curriculum Facilitator	\$2,500

Why does GCS need an incentive program?

In order to compete with career fields that are more lucrative, Mission Possible uses incentives to recruit and retain the best and brightest teachers and administrators.

What are the specific objectives of the Mission Possible program?

- The number of Mission Possible schools that meet Adequately Yearly Progress (AYP) will increase from 19 percent to 100 percent by 2011.
- The percentage of students in Mission Possible schools who pass the ABC's end of course tests will increase from 56.2 percent (2004-05 data) to at least the state average of 74.8 percent (2004-05 data) by 2011.
- The teacher turnover rate for Mission Possible schools will decrease from 33.1 percent (2004-05 data) in elementary schools to at least the North Carolina state average of 20 percent (2004-05 data) by 2011.
- The teacher turnover rate will decrease from 31.6 percent (2004-05 data) in middle schools to at least the North Carolina state average of 22 percent (2004-05 data) by 2011.
- The teacher turnover rate will decrease from 37.8 percent (2004-05 data) in high schools to at least the North Carolina state average of 19 percent (2004-05 data) by 2011.

How do I become a Mission Possible teacher?

Call the Mission Possible office at 335-3294 for more information. Mission Possible vacancies can be viewed online at www.gcsnc.com. For Mission Possible vacancies at a specific school, contact the school's principal directly.

MISSION POSSIBLE SCHOOLS (Current as of 2007-08)

Elementary

Bessemer
Cone
Fairview
Falkener
Foust
Gillespie Park
Hampton Leadership Academy
Kirkman Park
Oak Hill
Parkview
Union Hill
Washington
Wiley

Middle

Allen
Aycock
Ferndale
Jackson
Hairston
Penn-Griffin School for the Arts
Welborn

High

Andrews
Dudley
High Point Central
Smith
The Academy at Central
The Academy at Smith
The Middle College at Bennett College for Women
The Middle College at NC A&T

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