

**MISSION POSSIBLE MONTHLY NEWSLETTER
SEPTEMBER 2007**

MISSION POSSIBLE ON THE COVER OF THE NY TIMES!

<http://www.nytimes.com/2007/08/27/education/27teacher.html?em&ex=1188360000&en=b79d38ed41129efd&ei=5087%0A>

UPCOMING EVENTS

- September 5: SERVE Evaluation Meeting
- September 11: Cumulative Effect Steering Committee Meeting
- September 12: Mission Possible Principal Orientation, 4:00-5:00, PTA Boardroom
- September 13: Mission Possible Teacher Advisory Team Meeting, 4:00-5:00, Washington Street, Room 100
- September 17: Mission Possible Teacher Orientation Sessions thru September 28th at each school site
- September 18: Cumulative Effect Advisory Team Meeting, 2:30-4:30, UNCG, Humanities and Research Administration Building, Room 1607
- September 19: SERVE Evaluation Meeting
- September 19: Climate Survey Training Meeting for Schools, 4:00-5:00, PTA Boardroom
- September 20: Cumulative Effect Seminar #1 (required), 4:30-6:30, Eugene Boardroom
- September 22: Mission Possible Report, School Board Retreat
- September 24: Administration of the Climate Survey at all Mission Possible Schools
- September 28: End of Teacher Incentive Fund grant year one

INCENTIVE AND PERFORMANCE BONUSES

Contracts

During the weeks of September 17th-28th, a Human Resources Department representative will be at your school to review incentive and performance bonuses. At this time, you will be asked to sign your incentive and bonus contract for the 2007-2008 school year. Only teachers, curriculum facilitators, and principals are required to attend this meeting. However, all employees are welcome to attend.

Performance Bonus Checks

Generating your performance bonus check is a multi-step process. Below is an *approximate* timeline for delivery of your check. The timeline may be different for 3rd grade teachers as performance is determined by AYP data.

DATE	EVENT
Early September	Student verification lists will be signed by all teachers at your school site in conjunction with your principal
Late October	Guilford County Schools receives verified Value Added Data from SAS
Early November	Guilford County Schools calculates performance bonuses

Late November	Bonus checks are awarded to qualifying teachers
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PROFESSIONAL DEVELOPMENT

Mission Possible workshops are advertised on the Professional Development website and can be found under GCS-MPS (Guilford County Schools-Mission Possible Schools). Registration is restricted to Mission Possible incentive-paid teachers, curriculum facilitators, and principals. All other employees will be un-enrolled from the training and will not receive a stipend (if applicable).

Known courses are listed below. Additional classes will be added throughout the year in order to accommodate for all incentive-paid teachers to fulfill their training requirements. Read future newsletters for updates!

Undoing Racism Workshops (for Year 1 Mission Possible participants only)

To Register: <http://www.solutionwhere.com/guilford/cw/showcourse.asp?1556>

DATES	LOCATION	SUB DAYS	STIPEND
September 28-29	9/28- Franklin BR 9/29- PTA BR	1	\$75
October 23-24	PTA Board Room	2	\$0
November 16-17	PTA Board Room	1	\$75
January 11-12	PTA Board Room	1	\$75
February 8-9	PTA Board Room	1	\$75
March 19-20	PTA Board Room	2	\$0
April 18-19	PTA Board Room	1	\$75

Cooperative Learning Workshops (for Year 1 Mission Possible participants only)

To Register: <http://www.solutionwhere.com/guilford/cw/showcourse.asp?1633>

DATES	LOCATION	SUB DAYS	STIPEND
October 2, 9	Organizational Development Training Center	2	\$0
December 4, 11	Organizational Development Training Center	2	\$0

Differentiated Learning Workshops (for Year 2 Mission Possible participants only)

To Register: <http://www.solutionwhere.com/guilford/cw/showcourse.asp?1634>

DATES	LOCATION	SUB DAYS	STIPEND
October 3, 10	Organizational Development Training Center	2	\$0
December 5, 12	Organizational Development Training Center	2	\$0

CUMULATIVE EFFECT PROJECT

Summer Math Institute

To date, 65 teachers have completed all requirements for the Summer Math Institute and are eligible for a \$4,000 stipend (less taxes). Test scores were calculated and mean percentages are summarized below.

Test	Total	Algebra (15)	Geometry (14)	Algebra II (11)
Pre-Test (40)	72.8%	85.3%	68.6%	61.8%
Post-Test (40)	85%	83.5%	92.9%	78.2%
Growth	+12.2%	-1.8%	+24.3%	+16.4%

CEU credit was posted in the amount of 5.6 for each person who was registered for this course and completed all requirements.

Cumulative Effect Required Staff Development

Teachers from each high school met for the first advisory team meeting to help plan the 2007-2008 CE Seminar Series. The first seminar of the school year will be on September 20th, from 4:30-6:30, and will be held in the Eugene Street Boardroom. Dr. Gongshu Zhang will begin with an overview of math test scores for 2006-2007. Then, Wes Leiphart will conduct a session on disaggregating benchmark and EOC data. This session is required of all CE teachers.

Additional details will be sent to you once the remainder of the seminar series is confirmed with presenters and locations. You can plan on one two hour session per month for the duration of the school year. Once all sessions are confirmed, the course will be put online for registration. You will receive a cumulative 2.0 CEUs for attending the entire seminar series in lieu of other required Mission Possible training.

QUESTIONS AND ANSWERS

Each month, we will feature the answers to questions you and your colleagues have asked. Send in a question...you just might see it in next month's Mission Possible Newsletter. All question authors will remain anonymous.

Q: I am a Year 2 Mission Possible teacher working in a Phase 1 school. What training do I take?

A: You take the training that corresponds to your participation in a Mission Possible program. If this is your first participation year, you would take Undoing Racism and Cooperative Learning. If this is your second participation year, you would take TESA and Differentiated instruction.

Q: I finished my Mission Possible workshop...where is my stipend check?

A: Stipends are calculated at the end of each calendar month. Checks are cut and mailed the first week of each month.

Q: Am I eligible for Mission Possible incentives while I'm on extended medical or maternity leave?

A: In order to qualify for your incentives, you must be present. Leave of 10 days or less is not considered extended leave and would not disqualify you for your incentive.

Q: I am a high school math teacher participating in the Cumulative Effect Project. Do I have to attend TESA training?

A: No. Cumulative Effect Project teachers are required to attend the Summer Math Institute, the Cumulative Effect Seminar Support Series during each school year, and Undoing Racism training. They are exempt from Cooperative Learning, Differentiated Learning, and TESA.

Q: I am a high school Algebra I teacher who only teaches Algebra I during the fall semester. Am I eligible for the \$1,000 incentive all year long?

A: No. You are only eligible to receive incentives during your qualifying semesters. In order to qualify, you must be teaching Algebra I. Your incentive will be pro-rated to reflect the time during which you teach Algebra I.

Q: I am a 4th grade teacher who teaches both reading and math. Do I need to make high growth in both subjects in order to qualify for the \$4,000 performance incentive?

A: No. SAS generates a composite score that reflects the value you add to your students' performance in both subject areas. You will receive a Level I or II indication on your score report that will indicate which incentive you are eligible to receive. Level I = \$2,500, Level II = \$4,000.

Q: I am a principal who is new to a Mission Possible school. Who is eligible to receive Mission Possible incentives?

A: In elementary schools, homeroom teachers in grades K-5, the curriculum facilitator, and the principal are eligible. In middle schools, reading/language arts teachers, math teachers, the curriculum facilitator, and the principal are eligible. In high schools, reading/language arts teachers, math teachers, the curriculum facilitator, and the principal are eligible. For specific details on bonus eligibility, you can go to the Mission Possible website at:

http://www.gcsnc.com/mission_possible/index.htm.

Q: I have a friend who would like to work in a Mission Possible school. Who do I contact?

A: Have your friend email Alan Hooker at hookera@gcsnc.com or call 336-370-8055.

YOUR INPUT COUNTS!

The goal of our Mission Possible Newsletter is to inform and inspire. Please email us with ideas for information you would like to see on our webpage, resources you would like provided in your classroom, training you would like provided, or anything else that is on your mind. All input and inquiries can be directed to Amy Holcombe at holcoma@gcsnc.com or by calling 336-335-3294.

SEND US YOUR STORY

Have you had a classroom success that you would like to share with other Mission Possible Teachers? Have you implemented changes in your classroom due to Mission Possible training? If so, email it to Amy Holcombe at holcoma@gcsnc.com or call us at 336-335-3294. We will come take pictures and help you in writing up your success story.