

Great Ideas for Great Public Schools

FLORIDA

New approach to evaluation and compensation includes mentoring

On August 30, 2010, Hillsborough County Public Schools and the Hillsborough Classroom Teachers Association (HCTA) signed a **groundbreaking collectively bargained agreement** that encompasses mentoring for new teachers, more rigorous evaluation systems for educators and principals, and development of a new compensation system that includes student achievement as one component. The district received a \$100 million grant from the Bill & Melinda Gates Foundation in 2009, part of a seven-year initiative to transform public schools in Hillsborough County by helping educators and administrators determine what does—and does not—affect student learning.

Robust teacher evaluation

- Teacher evaluations will include many indicators of student achievement, not just test scores. The opinions of teaching colleagues will be weighed, as well as those of principals.
- Teachers will learn where they need to improve and receive coaching, technology training, or other help necessary to make that happen.
- Rather than simply paying bonuses for performance, the county is creating a new career ladder to allow teachers to move to different levels based upon their overall performance.

Support for new teachers

- Each first-year teacher will be assigned a mentor who will provide confidential support and coaching. The mentors are all full-time staff hired directly from the classroom.
- The district also hired full-time peer evaluators who will conduct observations of veteran teachers four to 10 times a year.

Union is a full partner

- “We are retooling the way our teachers and principals are hired, placed, supported, evaluated, and compensated, and most importantly, the way we collaborate to support one another and create better solutions to maximize student success,” said HCTA President Jean Clements. “Our teachers are part of every design team and have had input from the start. Obstacles to reform? Hardly.”
- The teachers’ union is helping develop the performance-pay system. Through a partnership with the University of Wisconsin, it is working on a new value-added formula to evaluate student performance that will include variables such as attendance rates, consideration of free or reduced-price lunch, English-language learners, and learning disabilities.
- The new compensation system will roll out in 2013. Current educators will be able to opt out and stay on the existing salary schedule or join the performance pay system. New educators will have opportunities to reach higher salary levels more quickly.

For more information:

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Newsweek: *Give Peace a Chance*, <http://bit.ly/hrfkOO>

Bill & Melinda Gates Foundation: *Foundation Commits \$335 Million to Promote Effective Teaching and Raise Student Achievement*, <http://bit.ly/2ZBVFc>



Great Public Schools for Every Student