



# Performance Note HB0212 - Incentive for Effective Teachers in High Poverty Schools

Sponsor: Rep. Winder, Mike



## Performance Note Report

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Agency: State Board of Education

### Funding For:

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New Services or Benefit

### Public Benefit:

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**Purpose:** The purpose of the program is to reward teachers who achieve a median growth percentile of 70 or higher and who are employed in high poverty schools. The desired outcome is more teachers achieving a median growth percentile of 70 and teachers being attracted to high poverty schools.

**Services:** Eligible teachers receive a salary bonus.

**Expected Outcome:** Improved recruitment and retention of effective teachers in high poverty schools.

**Implementations and Resources:** The Board will make rules governing the implementation which will be handled through the TSSP program.

**How:** The salary bonus will attract effective teachers to high poverty schools.

## Performance Measures

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### Goal

**Title:** Effective teachers in high poverty schools

**Description:** Recruitment & Retention Survey: Teachers who receive the salary bonus will be surveyed in Year 3 and following to determine the effectiveness of the program for recruitment and retention.

**Collection Method:** Survey data directly to eligible teachers.

### Goal

**Title:** Retention of effective teachers in high poverty schools

**Description:** Retention: Examine turnover rates of teachers who receive the salary bonus (ET) compared to those who do not (T) after the third year.

**Collection Method:** The program manager will collect this data using CACTUS.

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By rule, performance notes are provided by the governmental entity that will supervise the new agency or administer the new program. Performance notes are not written by the Office of the Legislative Fiscal Analyst.