

When Students Succeed, We All Win

Every citizen of Hillsborough County stands to benefit from the success of this bold initiative...

Outstanding public schools are essential to:

- Creating a capable workforce for the future
- Attracting new companies, residents and investment
- Helping students grow into responsible citizens who can participate in our democracy
- Building a community supportive of educators

To succeed, we need the engagement of all stakeholders, starting with our teachers.



About the Initiative

The Empowering Effective Teachers initiative is funded by a seven-year, \$100 million grant from the Bill & Melinda Gates Foundation. The grant will enable Hillsborough County Public Schools to take innovations to the next level.

Together, we have already accomplished great things.

... But much work remains to be done to ensure we prepare all students to succeed

Visit our Website for more information:
www.empoweringteachers.mysdhc.org

Email us with your questions or comments:
greatteachers@sdhc.k12.fl.us



Hillsborough County Public Schools
901 East Kennedy Blvd. • Tampa, FL 33602

School Board
Susan L. Valdes
Chair

Doretha W. Edgecomb
Vice Chair

Jennifer Faliero
April Griffin

Carol W. Kurdell
Jack R. Lamb, Ed.D.
Candy Olson

Superintendent
of Schools
MaryEllen Elia

We'll be a National Model!

With this landmark effort, we also have the chance to play a pivotal role in improving public education for the entire nation, by providing a model for student success and teaching effectiveness that can be a source of pride for our community.



Empowering Effective Teachers

Helping students achieve by helping teachers excel



Hillsborough County
PUBLIC SCHOOLS
Excellence in Education

Helping students achieve by helping teachers excel

Initiative Goals

The Empowering Effective Teachers initiative aims to:

- Improve student achievement in Hillsborough County Public Schools through an intense focus on excellence in teaching
- Ensure every classroom has a highly effective teacher with the proper support
- Increase the percentage of students who graduate ready for college or a career



Why Focus on Teachers?

Research shows that a teacher's effectiveness has more impact on student learning than any other factor under the control of school systems. While societal issues also play a role, school districts have limited ability to impact those forces. In collaboration with the Hillsborough Classroom Teachers Association (CTA), this initiative focuses on areas where we can have an impact.

- Great teachers can have a powerful and long-lasting influence.
- High-needs students, especially, need highly effective teachers.

Elevating our Teachers



Supporting Teacher Development

To attract, develop and retain the best teachers, we are transforming the way we approach teacher recruitment, placement, induction, mentoring, evaluation, advancement and compensation.

- **Recruitment:** Enhance recruitment efforts with universities producing highest performing teachers
- **Placement:** Develop programs and incentives to place highly effective teachers with students who need them the most
- **Induction:** Provide more mentoring support to new teachers to accelerate their professional development
- **Evaluation:** Launch a new evaluation process for teachers and principals that will include emphasis on student performance and input from peers and leadership
- **Career ladder and compensation:** Create a new career ladder and performance-based compensation system that will give teachers the opportunity to expand their role and increase their salary without leaving the classroom



Teacher Input - Your Role is Critical

Ongoing input and involvement from our teachers is essential to the long-term success of this initiative.

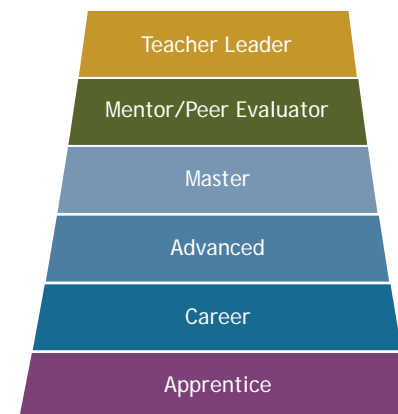
- Teachers will continue to contribute to the design and roll-out of these changes at every step of the process.
- Teachers can share comments and ask questions by emailing: greatteachers@sdhc.k12.fl.us.

More Choices More Opportunities

Career Ladder

A new career ladder and performance-based compensation system will provide teachers with more opportunities and incentives.

- Current teachers can choose to stay on the existing compensation plan when the new version becomes available.
- Newly hired teachers will be a part of the new system and will have the opportunity to increase their salary faster.
- All teachers will be evaluated annually on a 1-5 scale.
- The career ladder starts at Apprentice. Teachers stay at this level for 3 - 4 years before potentially earning tenure. (The current tenure policy is not changing.)
- Tenured teachers start at the Career, Advanced and Master levels (based on their evaluation rating). Teachers can then aspire to become Mentor-Peer Evaluators and, at the highest rung, Teacher Leaders, who will divide their time between classroom teaching and curriculum administration.



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About the Initiative

The Empowering Effective Teachers initiative is funded by a seven-year, \$100 million grant from the Bill & Melinda Gates Foundation. We were chosen because of our track record for working collaboratively with teachers to institute pay-for-performance, incentives for teaching in high-needs schools and other measures to improve our schools. The grant enables us to take these innovations to the next level.



Together, we have already accomplished great things. We've earned an "A" grade from the state in three of the past four years, and our graduation rate is the highest among large Florida districts.

... But much work remains to be done to ensure we prepare all students to succeed

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- Increase the percentage of students who graduate ready for college or a career.



Why Focus on the Classroom?

Great teachers can have a powerful and long-lasting influence.

While societal issues play a vital role in shaping our students, school districts have limited ability to impact these forces. Research shows that a teacher's effectiveness has more impact on student learning than any other factor under the control of school systems. In collaboration with the Hillsborough Classroom Teachers Association (CTA), this initiative focuses on areas where we can have an impact.

Elevating Our Teachers



Supporting Teacher Development

To attract, develop and retain the best teachers, we are transforming the way we approach teacher recruitment, placement, induction, mentoring, evaluation, advancement and compensation. These changes are being designed and implemented with extensive input from our teachers.

- **Recruitment:** Enhance recruitment efforts with universities producing highest-performing teachers.
- **Placement:** Develop programs and incentives to place highly effective teachers with students who need them the most.
- **Induction:** Provide more mentoring support to new teachers to accelerate their professional development.
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Community Engagement: Your Role Is Critical

Ongoing input and involvement from our community, as well as our teachers, is essential to the long-term success of this initiative.

- Please share comments and questions with us by emailing greatteachers@sdhc.k12.fl.us.
- Follow our progress on-line at: www.empoweringteachers.mysdhc.org.

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