

an overview

The numbers can add up significantly, as Table 2 demonstrates. It shows how various PEAK teachers' salaries can increase as students achieve. As you can see by the column headings, a broad range of variables and opportunities come into play. For example, a brand new math teacher who is new to the District could see a maximum salary jump of up to 51%. A veteran art teacher new to the District could earn as much as 26% extra.

PEAK PERKS

The PEAK program also creates a collaborative, supporting teaching environment. Campuses will have an opportunity to identify the improvements in working conditions that they believe are a priority. Among the expected campus amenities at PEAK schools:

- Additional clerical support for teachers
- Intensive mentoring and support for new teachers
- Additional support resources for each content area
- Campus test coordinators/data managers
- Full-time parent liaisons

The PEAK program is designed to reward not only all teachers on a campus, but also the principal, the assistant principals and other professional staff. This encourages collaboration and cooperation, rather than competition.

Be a part of this extraordinary, energizing and financially rewarding experience. Apply today to work – and earn – at your PEAK! Go to www.fwisd.org and click on the appropriate application or call 817.871.2275.

Who was involved in developing this idea?

The FWISD assembled various task forces that included teachers, principals, administrators, representatives of the UEA and FWEA and others. We'll continue to solicit feedback and design ideas from teachers as the pilot program evolves.

How will this initiative be funded?

PEAK is being funded through the DATE grant, a \$147.5 M state program that will reward Texas teachers who work in the most challenging situations. At this writing Fort Worth's share of that is \$4.1 M, but that number could grow. Additionally, the FWISD Board of Education voted unanimously to commit an additional \$5M to PEAK each year for the next three years.



• **Fort Worth Independent School District**
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PEAK
public educators accelerating kids

Fort Worth
Independent
School District

Your Future is in Our Classroom

No amount of money can adequately reward teachers for what they do – but our PEAK pilot program may come close. We’re paying incentives to attract high-quality teachers. We’re paying bonus money to teachers who are part of successful, school-based teams. Some teachers could make up to an extra \$23K a year.

PEAK stands for Public Educators Accelerating Kids – and will provide financial rewards and incentives, as well as an improved work environment, for teachers who show an exceptional ability to improve student achievement growth. Fifteen campuses have been chosen for the PEAK pilot program which goes into effect in 2008-2009 and is expected to run for three years.

Want to learn more about PEAK?



Visit our Web site at www.fwisd.org and read the extensive FAQ. Also hear from the newly-chosen PEAK principals as they set out the vision for their schools. Still have questions? Write us at PEAK@fwisd.org or call the **PEAK hotline** at **817.871.2275**.

PEAK INCENTIVES

At some campuses, PEAK teachers will earn money in the form of incentives and signing bonuses.

Offered District-Wide:

- Annual **\$2,000** stipend for all secondary math and science teachers and **\$3,500** stipends for all bilingual elementary teachers
- Signing bonuses of **\$3,000** for certified math, science and bilingual teachers new to the District

Offered at PEAK Schools:

- Incentives of **\$1,000 to \$4,000** for teachers who are chosen for the recommitment and retention campuses
- Five extra contract days (paid at daily rate) as well as funds for additional for professional development

PEAK REWARDS

Fort Worth ISD is committed to the philosophy that teaching is a team sport. PEAK takes that belief to a new level by rewarding educators who work in teams – on multiple levels – to drive student achievement. This pilot is one of the first in the nation to do so.

There are four ways to earn PEAK rewards.

Multi-level bonuses will be awarded based on student growth within:

1. Individual teams (made up of educators teaching a particular grade and content)
2. Horizontal Teams (stretch across grade level content)
3. Vertical Teams (content across multiple grades)
4. Campus-as-a-whole team

>> **TABLE 1:** Example School

	Reading/ELA	Math	Science	Social Studies	BONUS
6th grade	██████████	██████████			
7th grade	██████████	██████████	██████████	██████████	
8th grade		██████████			
BONUS					CAMPUS BONUS

Table 1 shows an example of a bonus scorecard for a middle school. The 7th grade reading ELA teachers would earn individual as well as horizontal, vertical and campus-wide bonuses, totaling \$12,000. Since at least 50% of the cells show growth, every teacher on this campus earns a \$2,000 bonus.

PEAK Rewards Measure Student Growth

Rewards are based on value-added analysis of student growth. In PEAK, that means an aggregate of individual student scores will provide a measure of campus and/or team growth, and all teachers at individual campuses may share in the reward.

>> **TABLE 2:** Maximum Reward Amounts

	TEACHERS			ASSISTANT PRINCIPAL	COUNSELOR/LIBRARIAN	INSTR. TEAM**	ELEMENTARY INSTR. ASSISTANT
	Elementary	Middle	High				
Campus	\$2,000	\$2,000	\$2,000	\$3,000	\$2,000	\$2,000	\$1,000
Core Tested-Grade Team*	\$3,000	\$3,000	\$4,000				
Content Bonus (Vertical)	\$3,000	\$4,000	\$4,000				
Grade Level Bonus (Horizontal)	\$2,000	\$3,000	\$3,000				
Max Reward Potential for Core Content Teachers	\$10,000	\$12,000	\$13,000				
Principals	\$5,000	\$7,500	\$10,000				

“The goal of **PEAK** is to reenergize and transform our schools toward greater academic performance. The best way to do that is to put together the very best teams of teachers and administrators and reward them appropriately for the hard work they do.”

Superintendent Melody Johnson