


**AISD REACH  
Program Overview  
2008-2009**

PROGRAM ELEMENT	All Pilot Schools		Highest-Needs Pilot Schools*			
	Student Learning Objectives	Student Growth	Professional Growth	Novice Teacher Mentoring (Years 1-3)	Recruitment and Retention Stipends	Retention Stipend
<b>DESCRIPTION</b>	Teachers Develop Two Student Learning Objectives	Rewards for TAKS Growth (Based on Quartile 1 Comparable Improvement in Reading & Math as Defined by TEA)	Candidates Complete One of the Ten Requirements for National Board Certification	Mentors Freed up Full Time to Work with Cohort of Teachers in Years 1-3 of Service	Teachers in Years 1-3 of Service at Highest-Needs Schools*	Teacher and Principal Retention at Highest-Needs Schools*
<b>D O L L A R</b>	<b>Principals:</b> \$3,000 Stipend (\$4,500 for Principals at Highest-Needs Schools*)	<b>Principals:</b> \$4,000 Reading Growth \$4,000 Math Growth	<b>Candidates:</b> \$395 per Teacher Fee Waived	<b>Mentors:</b> \$3,000 Stipend Per Mentor for Service	<b>Teachers:**</b> Years 1-3 = \$1,000 per year stipend	<b>Principals:</b> \$3,000 Stipend For Each Year at a Highest-Needs School*
	<b>A M O U N T</b>	<b>Teachers:**</b> 2 Student Learning Objectives: \$1,000 Stipend per Student Learning Objective Achieved (\$1500 per Student Learning Objective achieved at Highest-Needs Schools*)	<b>Teachers:**</b> \$2,000 Reading Growth \$2,000 Math Growth	\$200 Stipend Per Candidate for Receiving a Passing Score from NBPTS  <b>NBCT Facilitators:</b> \$1,000 (Part of AISD National Board Stipend)	\$2,000 Additional Stipend Per Mentor Tied to Satisfactory Mentoring Evaluation	(1/2 of the stipend for beginning the school year and 1/2 of the stipend for completing the school year)
 <b>Want to Learn More? Go to <a href="http://www.austinisd.org/compensation">www.austinisd.org/compensation</a></b>						

\*Highest-Needs Schools are identified from the top one-third of AISD schools based on their student populations in the following areas: Economically Disadvantaged, English Language Learners, and Special Needs.

\*\* Instructional Specialists, Librarians, and Assistant Principals are considered in the teacher category. Starting in the 2009-2010 school year, counselors and project advance counselors are also eligible for the same incentives as teachers

All amounts are gross pay and do not reflect deductions.