

Challenges and Solutions with Performance Award Program Implementation

Program Monitoring

An ounce of prevention is worth a pound of cure.

Common Challenges

1. Keeping track of progress.
2. Staying prepared.
3. Timelines and logistics.

Possible Solutions

- Determine how program and teacher progress will be tracked throughout the grant year and by whom.
- The campus/district must consider how to provide progress reports to participating staff, should they be asked. Determine the best methods for doing this and who will be responsible.
- Become familiar with the TEA grant timelines and expectations. Identify all important reporting dates and determine who will be responsible for this. Contact the technical assistance center or your ESC for assistance.
- Reserve time to re-evaluate the program periodically to ensure the program still aligns to district and campus goals.
- Review technical data points for accuracy (e.g., use of the term dropout rate versus completion rate).
- Ensure staff criteria are being implemented successfully and make amendments as necessary.
- Recognize the role of the campus principal as critical and key to implementation and improvement at the campus level.
- Discuss timelines and logistics for the entire implementation year. Be as inclusive as you can on the frontend.
- Include structures to support teachers- instructional coaches, professional development, mentoring programs.
- Think of the program in terms of systemic reform—work to better align various departments in the district such as curriculum and instruction, human resources, professional development, and data management.
- Know that “nervousness” is good; it allows you to face the brutal facts. Performance pay is challenging work and you need to be thoughtful about it.
- Make sure to incorporate checks and balances to ensure the district is distributing knowledge about the program to all stakeholders involved.
- Assign ownership—people to become champions for the program to foster buy-in amongst various stakeholder groups. Implement the plan as written and stick to the plan.

For additional information, please contact the Technical Assistance Center at
(512) 579-5050 or txeducatorawards@utsystem.edu.

Challenges and Solutions with Performance Award Program Implementation

- Celebrate improvements in student achievement throughout the year. Use benchmarks and look at data. This will motivate teachers; they will see the results of what they have been focusing on when they see scores increase. This will also limit surprises in the end.
- Keep the momentum going throughout the school year—keep program goals in the minds of teachers and remind them of these goals throughout the year.
- Help non-core teachers see their role in student learning, whether they are included in the plan or not.
- Run scenarios by principals and craft solutions so they are prepared (e.g., what will you do if only five teachers earn awards, etc.).
- Develop action plans for individual students, teachers, groups, campuses, and the district to meet the goals of the program.
- Create a “district operations team” that includes leaders from different departments (e.g. Director of Curriculum, Director of Accountability, and Director of Technology).
- Meet frequently to discuss program implementation, monitoring, and evaluation. Implementation will run more smoothly if major departments come together to keep everyone informed, make decisions to save time, and allow communication out to everyone.
- Document processes so you do not lose knowledge of the program during implementation.
- Remember that school leadership is important and communication between principals and the office managing the initiative is important.
- Bring principals together regularly to share what is working and what is not. Take their recommendations into account on how to alter the program.

Tools and Resources

To monitor progress:

Timelines:

<http://www.txeducatorawards.org/materials.html>

Potential Challenges and Solutions with D.A.T.E. and TEEG Implementation

<http://www.txeducatorawards.org/materials.html>

To monitor progress with evaluation outcomes:

Program Evaluation Presentation

http://www.txeducatorawards.org/docs/Program_Evaluation_Presentation.pdf

How a District Might Evaluate its D.A.T.E. Program

http://www.txeducatorawards.org/docs/How_a_District_Might_Evaluate_its_D.A.T.E._Program.pdf

Sample Program Evaluation

http://www.txeducatorawards.org/docs/Sample_Program_Evaluation.pdf

For additional information, please contact the Technical Assistance Center at
(512) 579-5050 or txeducatorawards@utsystem.edu.