



**FRESH START SCHOOLS
INCENTIVES PROGRAM**



**Memphis City Schools
Department of Human Resources
2597 Avery Avenue
Memphis, TN 38112**

www.mcsk12.net

901.416.5300

**Memphis Education Association
126 Flicker Street,
Memphis, TN 38104**

www.gomea.com 901.454.0966 ext. 30

FRESH START SCHOOLS - INCENTIVES PROGRAM

Background

In June 2004, the Superintendent asked that the district develop some goals and measurable objectives for the 5 Fresh Start schools that would be reconfigured under parameters established by the district leadership team with input from academic directors. The primary purpose for which these goals would be developed was to award schools, teachers, staff, and principals for achieving the results both academically and non-academically needed to improve overall performance.

During the summer (June-July 2004), Fresh Start schools were faced with the task of re-engineering the school staff to increase its capacity to enhance academic achievement during SY 2004-05 and beyond. Professional development sessions and informational meetings were held with the district leadership team, academic directors, principals, assistant principals, instructional facilitators, teachers and staffs. These meetings were designed to determine what resources (instructional needs, strategies, personnel, funds, etc.) were needed to help the Fresh Start schools be successful. Human Resources conducted a job fair so that Principals could staff their schools according to their expectations and educational delivery methodology established by them as instructional leaders.

Tuesday, March 22, 2005

Department of Human Resources-Memphis Education Association
Labor Relations
QIPD

2

FRESH START SCHOOLS - INCENTIVES PROGRAM

FRESH START GOALS

ITEM	GOAL	TARGET (Or = _ credit awarded for incremental gain)	REPORT TIME PERIOD	HOW MEASURED	WEIGHT
1a.	Percentage of Students Who achieve a B (>85) or higher in the core academic areas: (via Report Cards) <ul style="list-style-type: none"> • English/Language Arts/Writing • Math • Science • Social Studies 	40% or more Students obtaining a B (>85%) OR Increase by 10%	School Year	District-Generated Report	10%
1b.	Percentage of Students Who Complete IEP Goals-Exceptional Children	95% of Students Complete IEP Goals for Academic SY	School Year	District or School-Generated Report	5%
2.	Percentage of Students BELOW PROFICIENT Enrolled for 20 days of more in After School Programs or Extra Curricular Activities: <ul style="list-style-type: none"> • Music/Band/Art • Dance • Athletics • Interest Clubs – As Approved by the Superintendent or Designated Representative • Tutorial Programs (After Care Programs Excluded) 	50% or more Students Enrolled in one or more Extra Curricular Activities OR Increase Attendance in Programs by 10%	School Year	School-Reported verified through school records OR District Generated Report via Extended Learning	10%
3.	Discipline: # of Reportable Incidents/Total Number of Students (Suspensions/Expulsions). Home/Board Suspensions. Does Not Include In School Suspensions.	Remain Below the Average of 18% OR Reduce the Number of Incidents by 10%	School Year	District Generated Report (Safety Index)	10%

FRESH START SCHOOLS - INCENTIVES PROGRAM

ITEM	GOAL	TARGET (Or = _ credit awarded for incremental gain)	REPORT TIME PERIOD	HOW MEASURED	WEIGHT
4.	Percentage of Students at the Proficient or Above Levels in: <ul style="list-style-type: none"> • Reading/Language Arts Target of 83%- Elem/Middle; and, 90% HS • Math Target of 79% - Elem/Middle; and 74% HS 	State Targets OR Safe Harbor: Reduce % of Students Below Proficient by 10% AND Meet Attendance Goal	Annually-State Report Card/NCLB	State Report Card	25%
5.	Attendance: 95% Elem and Middle Schools	State Targets OR Safe Harbor: If School Meets AYP in Eng/LA and Math - Safe Harbor Target determined by State	Annually-State Report Card/NCLB	State Report Card	5%
6.	Percentage of Professional Employees in attendance 95% or higher (Calculated Based on Use of Sick Leave. Personal Days count toward the 95% goal)	95% Attendance OR Increase rate by 3%	School Year	District Generated Report	15%

FRESH START SCHOOLS - INCENTIVES PROGRAM

ITEM	GOAL	TARGET (Or = _ credit awarded for incremental gain)	REPORT TIME PERIOD	HOW MEASURED	WEIGHT
7.	Percentage of Teachers that are: <ul style="list-style-type: none"> • Enrolled in Professional Development Courses • Enrolled in Professional Development Programs Approved by the District 	35% or more of Professional Staff meet standard OR Increase Participation Rate by 5%	School Year	Certified through SDE Professional Development or Department of Curriculum and Instruction-MCS [# In PD Categories / # of Teachers Assigned as of 2d 20 Day Report]	10%
8.	Percentage of Parents Who Attend: <ul style="list-style-type: none"> • Open Houses • Teacher Conferences • Academic Family Night • PTA/PTO Meetings • Title I Meetings 	50%) or more Parents who Participate in PTA/PTO Meetings/Functions OR Increase Participation Rate by 10%	School Year	School-Reported verified through school records (Establish Baseline) [# Of Parents in Attendance/Total # of Students Enrolled]	10%
TOTAL					100%

***A total score can be computed and a range defined to determine level of awards to be given to each school. Schools may attain 50% of Goal by meeting the Incremental Gain expressed as Or in the Target Area.**

Tuesday, March 22, 2005

Department of Human Resources-Memphis Education Association
Labor Relations
QIPD

FRESH START SCHOOLS - INCENTIVES PROGRAM

FUND DISTRIBUTION CALCULATIONS

Award Per Teacher				
Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
\$3,000	\$2,500	\$2,000	\$1,000	\$500
Award Levels				
Tier 1	90% - 100% of Goals Achieved			
Tier 2	80% - 89.9% of Goals Achieved			
Tier 3	70% - 79.9% of Goals Achieved			
Tier 4	60% - 69.9% of Goals Achieved			
Tier 5	50% - 59.9% of Goals Achieved			

Incentive Award Procedures Agreement (MEA-MCS)

The “Fresh Start” incentives will be determined by the following method:

The “Fresh Start” incentives will be distributed at the school level. An incentives team comprised of representatives from the following groups will meet with the professional employees at the school. The incentives team will facilitate the professional employees in coming to an agreement concerning the distribution of local school funds. The local school funds agreement must have both Board and MEA agreement. The team must include:

- Representation from the Office of Quality Improvement and Professional Development
- Representation from the Division of Labor Relations
- School Principal
- AR Representatives elected from the location.
- MEA President
- MEA UniServ Director

The local school incentives agreement will be reviewed and agreed to annually.

Schools must provide a written plan on how the funds will be distributed to each teacher, based on a majority input from all teachers assigned to the school. The Superintendent and MEA must approve this plan prior to any funds being distributed.

Tuesday, March 22, 2005

Department of Human Resources-Memphis Education Association
Labor Relations
QIPD