

AISD Strategic Compensation Initiative

Program Elements

2007-2008 Pilot							
	Highest-Need Schools*			Student Growth		Professional Growth	
Program Element	Novice (Years 1- 3) Teacher Mentoring. Mentors Freed up Either Full Time or Half Time to Mentor. (Mentors will be Assigned 5-10 Mentees)	Novice/New to School Stipend (Teachers in Years 1-3 of Service at a Highest-Need School) <i>Phased-in During 2008-2009 School Year</i>	Retention Stipend <i>Phased-in During 2008-2009 School Year</i>	Additional Stipends for Student Learning Objectives	Teacher-Developed Student Learning Objectives	School-Wide Rewards for TAKS Growth	NBPTS “Take One” Entry
Dollar Amount	\$3,000 Stipend Per Mentor for Service \$2,000 Additional Stipend Per Mentor Tied to Successful Mentoring Evaluation	Teachers: \$1,000 Stipend per Year for Years 1-3 at a Highest-Need School	Principals: \$3,000 Stipend for Each Year in a Highest-Need School Teachers: After Three Years of Service in a Highest-Need School, Teachers Earn \$3,000 Stipend When Committing for Three More Years; (Maximum of Two Such Increases. Stipends Retained for Each Continued Year of Service at a Highest-Need School)	Principals: Additional 50% of Student Learning Objective Stipend Teachers: Additional 50% of Student Learning Objective Stipend	Principals: \$3,000 Stipend Teachers: (Will Write Two Objectives) \$1,000 Stipend per Student Learning Objective Achieved	Principals: \$4,000 Stipend (\$2,000 for year Achieved/\$2,000 when Returning for Next School Year) Teachers: \$2,000 Stipend (\$1,000 for Year Achieved/\$1,000 when Returning for Next School Year)	Candidates: <ul style="list-style-type: none"> • \$395 per Teacher Fee (Waived in Year One) • \$200 Stipend for Submitting Take One Entry to NBPTS • \$200 Stipend Per Candidate for Receiving a Passing Score from NBPTS Mentors: \$1,000 Stipend per Mentor

*Highest-Need Schools are identified from the top 30% of AISD schools based on their student populations in the following areas:

- Economically Disadvantaged Students
- English Language Learners
- Special Needs Students