

Excellence in Teaching Incentive Program (ETIP)

Purpose

- Build teacher capacity
- Recruit and retain teachers in MISD
- Provide professional advancement opportunities for teachers who remain in the classroom
- Build teachers' financial future

Definition for Inclusion in ETIP

Teachers eligible to participate are the **teacher of record** as defined by:

- assign report card grades for the current school year in one or more subject areas,
- teach 50% or more of each day, **and**
- design and implement instruction

Teachers may begin coursework after completing their 2nd year of teaching in MISD

Courses

- Differentiation - Fall
- Formative Assessment – Fall/Spring
- Practicum -Spring
- Teaching Students of Poverty - Fall
- Preparing Students for a Global Society - Fall/Spring
- Practicum - Spring

Three Levels of ETIP

Classroom Scholar – The requirements are:

- complete required coursework over a 2 year period
- document implementation and professional growth both during the 2 years of coursework and each year thereafter
- maintain Developing or above rating, on all indicators of T-TESS

Upon completion of the coursework, teachers receive \$5000* each year as long as they continue to demonstrate and document growth and receive acceptable teacher evaluations. *The \$1500 master's stipend is included in this \$5000

Campus Scholar

Teachers who already have a master's degree in an educational field, and complete the level one coursework, will be eligible for level 2 after meeting all other criteria.

- maintains Level One certification for 2 years after completion
- completes a master's degree in Curriculum and Instruction **or** equivalent
- documents implementation and professional growth both during the 2 years of coursework and each year thereafter as documented on the ETIP rubric
- maintains Developing or above rating on all indicators of T-TESS
- adds value to the campus each year

Upon completing Level Two requirements, teachers receive an additional \$2000 each year, as long as they continue to meet the above requirements.

District Scholar

- Maintains level 2 certification for 2 years after completion
- Completes a doctoral degree in Curriculum and Instruction (content area) **or** earns National Board Teacher Certification <http://www.nbpts.org/> **or** equivalent
- documents implementation and professional growth as documented on the ETIP rubric each year
- maintain Developing or above rating, on all indicators of T-TESS
- Adds value to the campus each year
- Adds value to the district each year

Upon completing Level Three requirements, teachers receive an additional \$5000 each year, as long as they continue to meet the above requirements.

Adding Value at the Campus Level

This level focuses on building teacher capacity. ETIP teachers may do one of the following to fulfill the Campus Scholar requirement. The examples below are not all inclusive.

- Serves as the campus Mentor Liaison (in lieu of the stipend)
- Assists in planning, presenting, and implementing professional learning on an on-going basis
- Provides on-going parent education

- Takes a leadership role in community outreach (for your specific campus community)
- Assists campus ETIP teachers in developing ETIP goals and supports the implementation of the goals.
- Leads an instructional PLC throughout the year
- Coaches and provides feedback to 2 or more teachers through the school year
- Other ideas that build teacher capacity and are approved through the Professional Learning Office.

Adding Value at the District Level

This level focuses on adding capacity to the district. The examples below are not all inclusive.

- Presents/Facilitates on-going professional learning at the district level
- Writes curriculum
- Mentor teachers and provide feedback at other campuses
- Coaches and provides feedback to 1 or more teachers from another campus throughout the school year)
- Teaches at least one ETIP course
- Other ideas that add capacity at the district level and are approved through the professional learning office.

Timeline for ETIP

2016-2017 School Year

50 classroom teachers, who apply and are selected by meeting a rigorous criteria, will participate in the ETIP coursework at an advanced pace. These teachers will be the presenters/facilitators for the classes beginning year 2017, the first year of implementation of ETIP.

2017-2018 School Year

Three hundred teachers will register to begin the ETIP.

ETIP Cadre One will be the presenters/facilitators for this group.

Another 50 classroom teachers, who apply and are selected by meeting a rigorous criteria, will participate in the ETIP coursework at an advanced pace. These teachers will be the presenters/facilitators for the classes beginning year 2018, the second year of implementation of ETIP.

2018 -2019 School Year

Another 200 teachers will register to begin the ETIP.

ETIP Cadre One will be the presenters/facilitators for these teachers.

The 300 teachers who began the 2017-2018 school year will complete the second year of coursework. The second ETIP Cadre will be the presenters/facilitators for these courses.

2019 -2020 School Year

Another 160 teachers will register to begin the ETIP.

ETIP presenters/facilitators will be reassigned courses dependent upon availability, their preference for courses and other factors.

The 200 teachers who began the 2018-2019 school year will complete the second year of coursework.