



□ February 25, 2014

MISSION POSSIBLE

GUILFORD COUNTY SCHOOLS

Guilford County Schools



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Talent Development

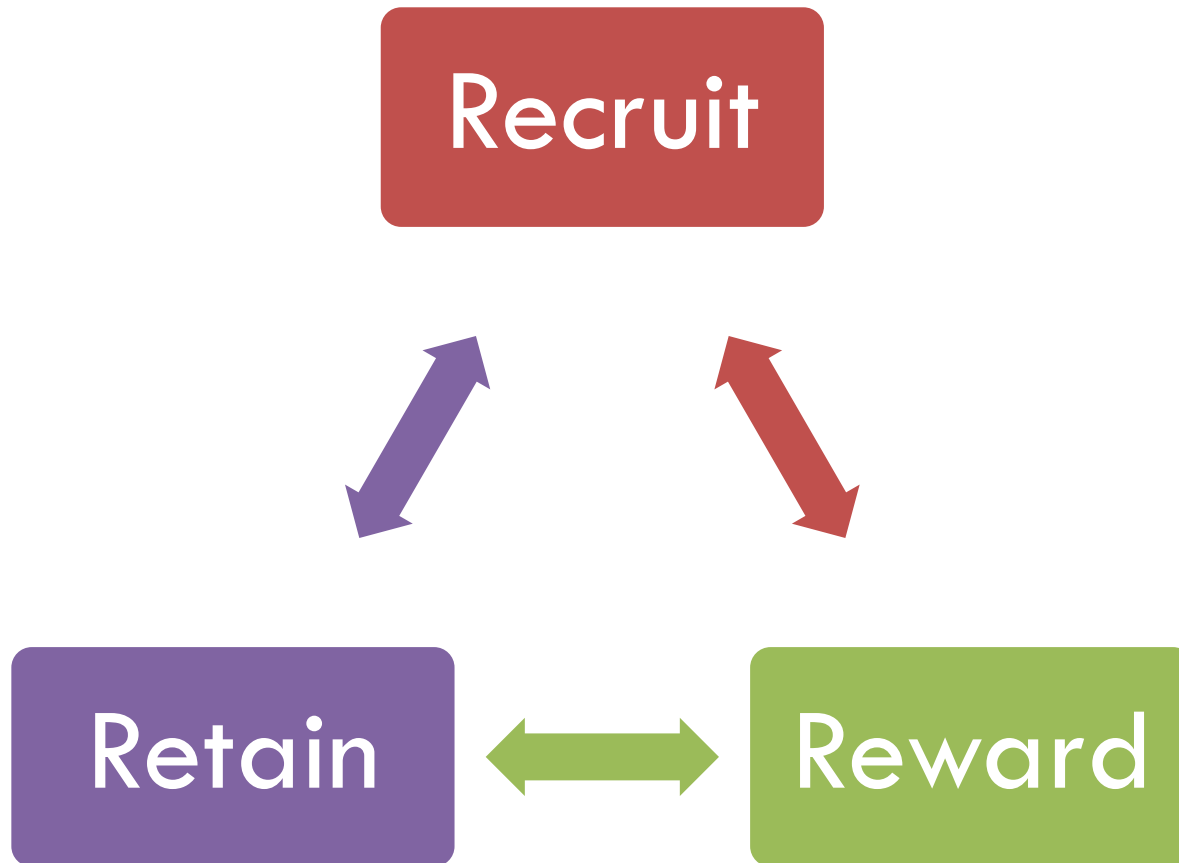
- ❑ Mission Possible
- ❑ GCS Alternative Certification Track (in-house licensure)
- ❑ Recruitment and Selection

Program Purpose



Recruit, reward and retain effective teachers in highly impacted schools for the purpose of increasing student achievement.

Program Design Elements



Recruitment Activities

- Historically High Value Added Data
Recruitment Spot Bonus of \$5,000
- Hard-to-Staff Position
Incentives of \$2,500
to \$5,000 each year



Recruitment Results- Fill Rate

Positions Filled on First Day of School Year	Percentage
2006-2007	100%
2007-2008	100%
2008-2009	100%
2009-2010	100%
2010-2011	100%
2011-2012	100%
2012-2013	100%

Recruitment Results- Distribution

Value Added Data Levels for Math Courses 2010-2011

Math	Level 1		Level 2		Level 3		Level 4		Level 5	
Math 5	10	6.99%	10	6.99%	52	36.36%	19	13.29%	52	36.36%
Math 6	21	30.43%	8	11.59%	10	14.49%	4	5.80%	26	37.68%
Math 7	3	4.76%	5	7.94%	22	34.92%	8	12.70%	25	39.68%
Math 8	17	26.56%	8	12.50%	17	26.56%	8	12.50%	14	21.88%
Algebra I	53	36.81%	18	12.50%	35	24.31%	14	9.72%	24	16.67%
Algebra II	67	49.26%	9	6.62%	19	13.97%	9	6.62%	32	23.53%
Total	171	27.63%	58	9.37%	155	25.04%	62	10.02%	173	27.95%
		Least Effective (Level 1 +2)				Average		Most Effective (Level 4 + 5)		
All Schools			37.00%			25.04%			37.96%	
Mission Possible Schools									41%	

Recruitment Results- Distribution

Value Added Data Levels for Reading and English Courses 2010-2011

ELA	Level 1		Level 2		Level 3		Level 4		Level 5	
Reading 5	2	1.43%	16	11.43%	92	65.71%	19	13.57%	11	7.86%
Reading 6	1	1.45%	4	5.80%	32	46.38%	12	17.39%	20	28.99%
Reading 7	1	1.59%	3	4.76%	29	46.03%	18	28.57%	12	19.05%
Reading 8	5	7.58%	7	10.61%	45	68.18%	7	10.61%	2	3.03%
English I	3	3.57%	3	3.57%	46	54.76%	17	20.24%	15	17.86%
Total	12	2.84%	33	7.82%	244	57.82%	73	17.30%	60	14.22%
		Least Effective (Level 1 +2)				Average		Most Effective (Level 4 + 5)		
All Schools		10.7%			57.8%		31.5%			
Mission Possible Schools									39.0%	

Rewarding Activities

- ❑ Individual performance incentives from \$2,000 to \$15,000 based upon VAD
- ❑ School-wide performance incentives from \$750 to \$1,500 based upon VAD



Rewarding Results- Elementary

PERCENT PROFICIENT ON READING, MATH AND SCIENCE						
Elementary School	07-08	08-09	09-10	10-11	11-12	Growth
Bessemer Elementary	35.8	50.8	53.2	60.6	56.3	20.5
Cesar Cone Elementary	40.9	53.7	55.7	54.3	45.7	4.8
Fairview Elementary	45.1	40.9	49.6	56.2	58.3	13.2
Gillespie Park Elementary	35.3	45	59.2	66.8	63.8	28.5
Julius I Foust Elementary	42	46.2	50	56.2	50.9	8.9
Kirkman Park Elementary	34.2	50	59.7	63	69.7	35.5
Oak Hill Elementary	24.9	29.7	45.8	65.2	70.2	45.3
Parkview Village Elementary	40.1	37.9	44.5	40.8	47.6	7.5
Union Hill Elementary	51.6	55.7	44.9	54.2	53.2	1.6
W M Hampton Elementary	31.5	41.3	52.9	61.3	55.4	23.9
Waldo C Falkener	43.1	51.8	57.8	59.7	66.9	23.8
Washington Montessori School	49	54.6	55.7	64.6	67.2	18.2
Wiley Elementary	38.5	39.3	41.4	52	70.7	32.2
Average Growth						18.2

Rewarding Results- Middle

PERCENT PROFICIENT ON READING, MATH, SCIENCE AND ALGEBRA I

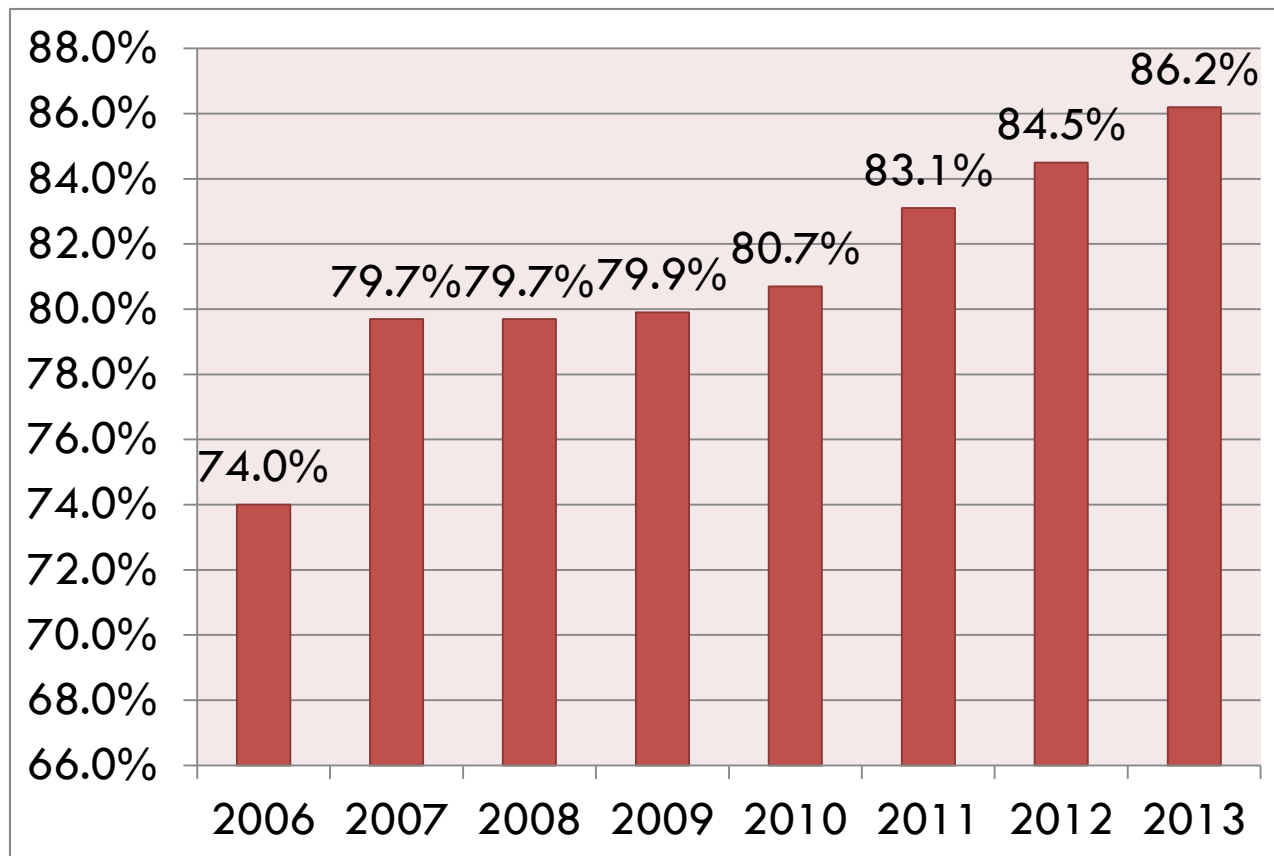
Middle School	07-08	08-09	09-10	10-11	11-12	Growth
Allen Middle	52.3	62	66.7	62.3	61	8.7
Aycock Middle	62.2	69.2	75.1	72.2	73.1	10.9
Ferndale Middle	46	62	60	61	59.7	13.7
Jackson Middle	41.1	50.9	57.6	55	57.5	16.4
Otis L Hairston	37.7	45.1	54.9	50.1	54	16.3
Penn-Griffin SFA	69.2	74.3	74.1	68.8	74.6	5.4
Welborn Academy	50	59.3	60.2	63.6	64.8	14.8
Average Growth						14.2

Rewarding Results- High

PERCENT PROFICIENT ON ALGEBRA I, ENGLISH I AND BIOLOGY

High School	07-08	08-09	09-10	10-11	11-12	Change
Ben L Smith High	39.7	42.1	57.6	53	68.3	28.6
Dudley High	51.3	44.8	57.6	58.9	63.8	12.5
Eastern Guilford High	54.7	48.4	61	60.6	59.6	4.9
High Point Central High	67.3	64.4	69.1	62.5	69.8	2.5
Middle College at Bennett	53.3	56.3	86.5	93.3	91.1	37.8
Middle College at NC A&T SU	41.5	60.7	72.3	84.9	93.8	52.3
Southern Guilford High	59.9	63.6	73.1	76.9	81.2	21.3
T Wingate Andrews High	44.3	47.8	52.1	58.6	64.3	20
The Academy at Central	32.7	55.8	73.9	78.4	87.7	55
The Academy at Smith	45.7	77.9	93.6	98.7	96.3	50.6
Average High School Growth						28.6

Rewarding Results- Graduation Rates



Retention Activities

- Individual and school-wide need targeted professional development
- Teacher Leader Roles, \$2,000
 - Model Classroom
 - EVAAS Experts
 - Peer Evaluators
 - Professional Developers



Retention Results

Mission Possible Faculty Retention by School Year	Percentage
2006-2007	68%
2007-2008	73%
2008-2009	86%
2009-2010	82%
2010-2011 (includes 2 turnover schools)	88%
2011-2012 (includes 2 turnover schools)	87%
2012-2013 (includes 2 turnover schools)	87%
Total Improvement	19%

Questions and Discussion

