

OhioTIF

Year 2 TIF Award Model Submission

Submit by May 18, 2012

Ohio Department of Education and Battelle for Kids

This award model template is designed to help districts outline their Year 2 award models for evaluation by the Ohio Department of Education and Battelle for Kids. Ohio TIF districts must submit the application, attach all required documents and submit to oad.tif@battelleforkids.org by May 18, 2012.

Please review the District Information Sheet for details on the submission process.

OhioTIF

Ohio TIF District Information Sheet

This section responds to U.S. Department of Education (USDOE) Core Elements A, B, and C.

Directions:

Please complete this cover sheet in its entirety, attach all required documents and send to the Ohio Department of Education/Battelle for Kids by May 18, 2012 at 11:59 p.m. The submission application and all supporting documents should be submitted as attachments to oac.tif@battelleforkids.org. All TIF questions should be directed to either Maureen Yoder from the Ohio Department of Education at Maureen.yoder@ode.state.oh.us or Tracy Nájera from Battelle for Kids at tnajera@battelleforkids.org.

District Information

District Name

District Address

City

State

Zip

TIF Coordinator

Phone Number

E-mail

OhioTIF

Please provide the signatures of your district superintendent and teachers union president (where applicable), and include the signatures of any other locally determined personnel (e.g. school board president, TIF coordinator, etc.).

These signatures are evidence of support for this TIF packet submittal and the plans included to successfully implement a Year 2 Award Model. Specifically, the signatures indicate support and agreement with the following:

- Your submitted materials will be reviewed by an evaluation team from the Ohio Department of Education and Battelle for Kids, and timely feedback will be provided if changes are needed to ensure compliance with the federal TIF grant and Ohio's approved TIF grant application.
- Your district's model must be approved by the Ohio Department of Education and Battelle for Kids prior to approving funds to be used for strategic compensation payments made with TIF grant funding for 2012-2013.
- The model, processes and plans your district submits must be implemented to the best of your ability.
- This completed packet reflects your district's activities in 2011-2012 and your TIF plan for 2012-2013, including continued implementation of teacher evaluations per the grant.
- In the event that your district does not utilize the funds mentioned in this grant for the purpose of strategic compensation, a process defined by the Ohio Department of Education and Battelle for Kids will be used to determine carryover (as approved by the U.S. Department of Education).
- An external evaluator will be involved in the assessment of the TIF program and you are responsible for providing information as requested in a timely manner.

Signatory

Printed Name, Title

Signatory

Printed Name, Title

(Please add additional signatures as needed per your local agreement)

District TIF Planning Team Member Participation

This section responds to Priority 6 of Ohio’s TIF plan.

The TIF grant sets the expectation that planning and implementation occur in a collaborative environment utilizing a diverse cross-section of stakeholders.

Directions:

Please list all members involved in the planning, implementation and revision of your district’s award model, including their titles, the organizations they represent (i.e. teachers, union, building principal, administration, etc.) and their e-mail addresses.

	Name (Last, First)	Job Title	Organization	E-mail
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TIF District Planning Team Member Process

This section responds to Priority 6 of Ohio's TIF plan.

Directions:

Describe the process used by the TIF Planning Team in crafting the Year 2 model. **Attach a sample of meeting minutes and/or other documentation as evidence of the collaborative process** (File naming convention: SchoolDistrict-TeamMinutes).

Please respond to the question below:

Describe the process by which principal and union input and feedback were collected, and how these parties were engaged in the process (e.g. periodic meetings, updates, surveys, etc.).

Ohio TIF Strategic Planning and Program Objectives

This section responds to Priorities 1, 3, 4 and 6 of the TIF requirements and the approved Ohio TIF grant.

Directions:

Please respond to the questions below.

1. How did your team identify program objectives as they relate to your district's current context?

2. Describe up to five major accomplishments and areas of success that your district has experienced in the past year.

3. List up to five areas of focus that your district is currently working to improve.

4. Define the objectives of your district's Year 2 award model.

5. Explain how your award model objectives are aligned with your district's areas of focus for improvement.

6. How does your model address the goal of increasing college- and career- readiness for students?

Ohio TIF Strategic Compensation Eligibility Rules

This section responds to Priorities 1, 3, 4 and 6 of the TIF requirements and the approved Ohio TIF grant.

Directions:

In the space below, describe your district's Year 2 award model eligibility rules. **Attach any documentation of your district's eligibility rules** (File naming convention: SchoolDistrict-Eligibility).

Ohio TIF Strategic Compensation Award Model

This section responds to Priorities 1, 3, 4 and 6 of Ohio's TIF plan.

Directions:

Provide a narrative in the questions below describing your district's Year 2 award model and **attach your Year 2 Award Model** (File naming convention: SchoolDistrict-AwardModel). All Year 2 award models must follow the award criteria to be compliant with the TIF requirements and the Ohio TIF approved grant. Additionally, all models must have integration with the teacher and principal evaluation systems.

Note: A handout on [Year 2 Award Model Planning Guidelines and Considerations](#) was provided to districts in December 2011.

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1. How did the TIF Design Team integrate its identified values and needs into the model?

2. Describe how building principals and assistant principals qualify for awards in the strategic compensation model?

3. Does your strategic compensation model include awards for "other personnel" who meet the 50% instructional requirement? Please describe how "other staff" are able to earn award(s).

4. What are the minimum and maximum awards for teachers, principals, and other staff in your district's model?

	Minimum Award	Maximum Award
Teachers		
Principals		
Other Staff		

5. Will participants be paid or receive incentive payments for professional learning? If so, is there an expectation that evidence of implementation in the classroom be provided or observed in order to receive the incentive?

6. Will your award model utilize student growth measures beyond what is available to your district through extended value-added reports? For which non-tested areas and grade levels are student growth measures included?

Grade Level	Subject Area	Approach

(Please attach a separate sheet if data exceeds the space in the table)

7. Taking on additional leadership positions is an allowable category for incentive awards. Does your award model include instructional leader positions for teachers?

Yes No

If yes, please answer the following questions:

a. What are the titles of these positions, and how many leadership positions do you have per school?

Leadership Group Name	Number of Members	Building-Level	District-Level?	Other (e.g. PLC, TBT, etc.)

(Please attach a separate sheet if data exceeds the space in the table)

b. Briefly describe the training and supports available to help these instructional leaders fulfill their role (e.g. professional development, release time, etc.).

- c. How many teachers will remain in a leadership position for at least two years (2010-2011 and 2011-2012)?

- d. Will the current TIF coordinator remain in this leadership role for the 2012-2013 school year?

8. Does your strategic compensation model include retention awards? If yes, briefly describe the criteria for earning the retention award.

9. Does your strategic compensation model include recruitment awards? If yes, briefly describe the criteria for earning the recruitment award.

10. Does your strategic compensation model include awards for teachers in hard-to-staff subject areas? If yes, describe below the subjects that have been identified as hard-to-staff, and the criteria for earning this category of award.

Ohio TIF Data/Systems Overview and Organization Plan

This section responds to Priorities 1, 4 and 6 of Ohio's TIF plan.

Directions:

Please attach your plan for describing the various measures that will be used to determine award payouts within your district (File naming convention: SchoolDistrict-DataSystems). If your district has chosen to use different measures at the elementary, middle and high school levels, please be sure to fill in the column with that information.

Note: A [data/systems overview and organization plan template](#) has been posted for school district use on the OAC/TIF Resources Page. Please use the chart on the next page as an example of how to fill out your Data/Systems Overview and Organization Plan.

The following examples do not represent an exhaustive list and are for descriptive purposes. However, districts are encouraged to use them in planning.

Measure Name	Eligibility Measure or Award Model Component?	Measure Level <ul style="list-style-type: none"> Individual Team Building 	System Name	Frequency of Data Update	Data Collection Method <ul style="list-style-type: none"> Automatically collected/reported Manually entered 	Elementary, Middle, and/or High School	Description	System or Data Owner and Contact Information
Example: Eligibility Rules	Eligibility	Individual	N/A	1 per year	Partially automatic (attendance)	Elementary, Middle, and High	Depending on the eligibility rules used, school districts will be responsible for assembling an Excel spreadsheet with the various criteria reported	Human Resources Assistant (<i>insert contact information</i>) – Attendance and Good standing records
Example: Opt-in/Opt-out	Eligibility	Individual	N/A	1-per year	Partially automatic (attendance).	Elementary, Middle, and High	Depending on school districts, opt-in and opt-out decisions will be reported by individual and assembled in an Excel spreadsheet	Human Resources Assistant and TIF Coordinator (<i>insert contact information</i>)
Example: Value-added reports	Award Model Component	Individual and Building	EVAAS®	1 per year	Automatically collected and reported	Elementary, Middle, and High (grades 3-11)	Statistical method that estimates the effectiveness of a teacher school or district by grade/subject	Curriculum Director (<i>insert contact information</i>)
Example: Building and District Level Report Card Rating	Award Model Component	Building and District	Local Report Card	1 per year	Automatically collected and reported	Elementary, Middle, and High	State achievement indicator	Curriculum Director (<i>insert contact information</i>); Ohio Department of Education (ILRC)
Example: Teacher Observation Results	Award Model Component	Individual and Building	N/A	2 times per year	Collected in Word documents and results tabulated for submittal to BFK in a spreadsheet	Elementary, Middle, and High	Principals capture observations electronically in word documents. There is one word document per teacher per observation	Principal's Administrative Assistant at each building (<i>insert contact information</i>)
Example: Teacher Leadership Roles	Award Model Component	Individual	N/A	N/A	Not currently collected but will begin to collect manually and determine whether locally-determined benchmarks were met in 2011-2012. Submitted in a spreadsheet	Elementary, Middle, and High	Principals will track teachers who are assigned leadership roles within the district or school	Principal's Administrative Assistant at each building (<i>insert contact information</i>)

Note: The functionality of BFK•Award® may require that adjustments are made to how data is collected/submitted for compensation calculations. For certain data elements related to achievement and value-added data, Battelle for Kids will work directly with the Ohio Department of Education to compile that data.

Ohio TIF Professional Development Organizer

This section responds to Priority 6 of Ohio's TIF plan and USDOE Core Element E.

Directions:

Respond to the question below and **attach your school district's professional development organizer** (File naming convention: SchoolDistrict-PDOrganizer).

Note: A [professional development plan organizer template](#), reflecting activities from 2011-2012, has been posted for school district use on the OAC/TIF Resources Page.

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1. Please report the number of teachers and principals who participated in and completed face-to-face professional learning focused on improving practice this school year (e.g. formative instructional practices, value-added data).

2. Provide a general overview of any professional development opportunities your district provided outside of those already listed in the professional development organizer.

Ohio TIF Plan for Award Payout and Timing

Directions:

Please respond to the question below.

Note: Beyond the development the BFK•Award® solution, districts will need to decide how they will handle award payouts at the local level. This will require coordination and planning by the TIF coordinator, the superintendent, treasurer, and other critical stakeholders in the districts.

Payout plans are not required to be finalized at this time; however, this is a critical design and implementation question that we will continue to work through before the start of the next school year.

How is your school district planning for the payout of awards? How are these plans being communicated to your staff?

Ohio TIF Process for Issue Resolution

Directions:

Please describe below your district's process for internal issue resolution regarding appeals of eligibility or the award amount. **Attach documentation which supports/describes your plan** (File naming convention: SchoolDistrict-IssueRes).

Ohio TIF Communications Plan

This section responds to Priority 6 of Ohio's TIF plan and USDOE Core Element A.

Directions:

Respond to the question below and **attach your school district's communication plan** (File naming convention: SchoolDistrict-CommPlan).

Note: A [communications plan template](#) has been posted for school district use on the OAC/TIF Resources Page.

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1. Provide a general overview of the goals your district's internal and external communications plan seeks to accomplish.

2. What are the key messages your district hopes to convey through the various forms of internal and external communications?

3. Who will be primarily responsible for implementing the communications plan throughout the year?

4. Has your district considered joint efforts with other districts around communications activities?

5. What additional communications support would your district benefit from in the upcoming school year, in terms of materials, content, etc.?

Ohio TIF Sustainability

This section responds to Priority 2 of Ohio's TIF plan.

Directions:

Respond to the questions below.

1. Please provide the names and titles of individuals who serve on your district Local Sustainability Committee.

	Name (Last, First)	Job Title	Organization	E-mail
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2. How does your district plan to stay within your budgeted TIF allocation?

3. Does your district plan to supplement with other funding if your awards exceed your TIF allocation? What is the source of additional funding?



4. What steps has your Local Sustainability Committee taken, or plan to take, to ensure programmatic sustainability of Ohio TIF? Examples of programmatic sustainability include professional development, extended testing, etc.

5. What steps has your Local Sustainability Committee taken, or plan to take, to ensure that the TIF award model is financially sustainable throughout the five-year project and beyond. Briefly explain.

6. What is your district's total personnel budget for the 2011-2012 school year?

7. Please provide in the table below evidence of the preliminary steps you are taking to meet the sustainability requirements in upcoming grant years. Please note: It is understood that plans will change, so this is your best estimate of what funding source(s) may be used to comply with the local match requirement. You will want to include your superintendent and treasurer in the completion of this table.

Grant Year	Ohio TIF Sustainability Requirement	Local Match Requirement (Amount)	Preliminary information - Source of Local Funds for Match
<i>Example: 2012-2013</i>	<i>1.1% allocation fund matching</i>	<i>(Example: if the allocation is \$100,000 for TIF awards, the local match is \$1,100)</i>	<i>(Example: district general revenue fund)</i>
2012-2013	1.1% allocation fund matching		
2013-2014	1.2% allocation fund matching		
2014-2015	1.3% allocation fund matching		

Ohio TIF Integration with Teacher and Principal Evaluation Systems

This section responds to Priority 1 of Ohio's TIF plan and USDOE Core Element C.

Directions:

Respond to the questions below.

1. How will your district integrate the Ohio Teacher Evaluation System (OTES) and Ohio Principal Evaluation System (OPES) with your Year 2 TIF award model?

2. What has your TIF team done to communicate the integration of OTES and OPES in the TIF award model with your district staff?

3. As part of the data required by USDOE for Ohio's TIF Annual Performance Review, please provide the following information.

	Total Number in District	Total Number Evaluated	Total Number Rated as Effective/Satisfactory
Principals/Assistant Principals			
Teachers			

Ohio TIF APR Supplemental Questions

This section is to collect information required for the Ohio TIF Annual Progress Report due to the U.S. Department of Education.

Directions:

Respond to the questions below.

1. How many students are enrolled in your high school?

2. How many students in your high school take the ACT college entrance exam?
Please provide the number of potential graduates from your high school as well as the number that took the ACT exam.

3. What is the average ACT score for your district?

4. How many students in your high school are involved in dual enrollment courses?

5. Please list the number of dual enrollment courses offered and the number of students taking each course.

Ohio TIF Award Model Submission

Please review your TIF Award Model Submission to ensure you have provided all the required information.

In addition to the information included in this packet, please attach the following documents:

1. TIF Planning Team Meeting Sample Minutes (***required*** – *Submission Page C*), File Naming Convention: SchoolDistrict-TeamMinutes
2. Documentation of Eligibility Rules (***required*** – *Submission Page E*), File Naming Convention: SchoolDistrict-Eligibility
3. TIF Year 2 Award Model (***required*** – *Submission Page F*), File Naming Convention: SchoolDistrict-AwardModel
4. Data/Systems Overview and Organization Plan (***required*** – *Submission Page G*), File Naming Convention: SchoolDistrict-DataSystems
5. Professional Development Organizer (***required*** – *Submission Page H*), File Naming Convention: SchoolDistrict-PDOrganizer
6. Documentation of Process for Issue Resolution (***required*** – *Submission Page J*), File Naming Convention: SchoolDistrict-IssueRes
7. Communications Plan (***required*** – *Submission Page K*), File Naming Convention: SchoolDistrict-CommPlan

Ohio TIF districts must submit the application, attach all required documents and submit to the Ohio Department of Education and Battelle for Kids by May 18, 2012. Please e-mail the submission application and all supporting documents to oad.tif@battelleforkids.org.