

**APPENDIX B**  
**DISTRICT SURVEY**

- 1. District Letter**
- 2. District Questionnaire**

## DISTRICT SURVEY COVER LETTER

Dear [DISTRICT NAME],

Congratulations on receiving a 2010 Teacher Incentive Fund (TIF) grant. As a recipient of 2010 TIF funds, you are required to participate in data collection associated with the National Evaluation of TIF sponsored by the U.S. Department of Education. The main objective of this evaluation is to estimate the impact of performance-based compensation in a subset of grantees (receipts of grants through the evaluation competition) on student achievement and the mobility and retention of teachers and principals. In addition, we are collecting general implementation information—the subject of this survey—from all districts covered by FY10 grants (recipients of grants from both the evaluation and main competitions).

A critical component of the evaluation is the administration of surveys to TIF districts three times during the five-year grant. The enclosed district survey collects information on specific features of your TIF program, including any applicable changes that occurred after your grant application was submitted, approaches used to obtain buy-in from stakeholders, and any compromises you had to make. Later district surveys—to be administered in fall 2012 and 2014—will focus on changes to and outcomes of the program as well as plans for sustaining the incentive policies.

Please complete the enclosed questionnaire, which should not take more than 30 minutes. You may use the enclosed postage-paid envelope to mail the completed questionnaire. The information collected from districts like yours will be extremely important to the study's findings. Completion of this survey is a condition of your grant (EDGAR: part 75.591, Authority: 20 U.S.C. 1221e-3 and 3474).

**The information you provide in this survey will be kept strictly confidential and will not be shared with anyone outside the study team. Responses will be presented only in aggregate form and will not identify any individual or district.**

We have contracted with Mathematica Policy Research to conduct this evaluation. If you have any questions about this survey or the study, please contact Jill Constantine, the project director, at (609) 716-4391 or by email at [jconstantine@mathematica-mpr.com](mailto:jconstantine@mathematica-mpr.com). Alternatively, please feel free to contact me at (202) 208-7169 or at [elizabeth.warner@ed.gov](mailto:elizabeth.warner@ed.gov).

Sincerely,

Elizabeth Warner, Ph.D.  
Federal Project Officer

# [PROGRAM NAME] FALL 2011 DISTRICT SURVEY

This survey is part of the national evaluation of the Teacher Incentive Fund (TIF), a federally funded initiative on performance pay for educators. The survey includes questions about features of your program, changes made to your program after you received the TIF grant, approaches to obtaining buy-in from stakeholders, and information on educator payouts.

**We would like you to know that:**

1. Your response is critical for producing valid and reliable data. You may skip any questions you do not wish to answer; however, we hope that you answer as many questions as you can. Your answers to questions will not affect your grant—now or in future—and will not be shared with anyone else other than the researchers. Participation in the district survey will not impose any risks to you as a respondent. If you have any questions about your rights as a research participant, you can contact Jennifer Stavrakos at Public/Private Ventures IRB, toll free 800-755-4778 x4410.
2. Responses to this data collection will be used only for statistical purposes. The reports prepared for this study will summarize findings across the sample and will not associate responses with a specific district or individual. We will not provide information that identifies you or your district to anyone outside the study team, except as required by law. Additionally, no one in your district will see your responses.

Thank you very much for your help with this survey.

<b>Please return the completed form to:</b> Mathematica Policy Research, Inc. 707 Alexander Road Building 3, Suite 304 Princeton, NJ 08540 ATTN:	<b>If you have questions, please contact:</b> Ms. Xxxx Phone: 866-xxx-xxxx (toll free) FAX: 202-863-1763 E-mail: xxxx@mathematica-mpr.com
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This survey is authorized by law: The ARRA, Division A, Title VIII, Pub. L. 111–5 and Departments of Labor, Health and Human Services, and Education, and Related Agencies Appropriations Act, 2010, Division D, Title III, Pub. L. 111–117.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is **XXXX-XXXX**. The time required to complete this information collection is estimated to average 30 minutes per respondent, including the time to review instructions, gather the data needed, and complete and review the information collected. If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: U.S. Department of Education, Washington, DC 20202. If you have comments or concerns regarding the status of your individual submission of this form, write directly to: U.S. Department of Education, Institute of Education Sciences, 555 New Jersey Avenue, NW, Washington, DC 20208.

## DISTRICT SURVEY

This survey is about activities supported by the 2010 Teacher Incentive Fund (TIF) grant. If you received a TIF grant before 2010, please answer only for the activities supported by the 2010 TIF grant.

For the person answering these questions:

**What is your position in this organization?** \_\_\_\_\_

### A. TIF PROGRAM BASIC FACTS

**A1. Program name:** \_\_\_\_\_

If you have more than one program supported by TIF funds, please write the name(s) of the other program(s) below.

Program #2 \_\_\_\_\_

Program #3 \_\_\_\_\_

**A2. Month and year in which principals were first introduced to the design of the program:**

\_\_\_\_\_ / \_\_\_\_\_

**A3. Numbers of schools covered by the TIF grant, by grade span:**

a. Elementary schools (PK /K – 5/6): \_\_\_\_\_

b. Middle schools: \_\_\_\_\_

c. High schools: \_\_\_\_\_

d. Elementary/Middle schools (PK/K – 8 ) : \_\_\_\_\_

e. Middle/High schools (5/6/7 – 12) : \_\_\_\_\_

f. All grades (PK/K – 12) : \_\_\_\_\_

g. Other (*Specify*): \_\_\_\_\_

Activities Before Implementing [PROGRAM NAME]

**A4. How important were the following factors in selecting schools that would participate in the TIF program? Mark one box in each row.**

Check this box if ALL schools that qualified were included. Then go to Question A5.

<i>Mark one box in each row.</i>	NOT IMPORTANT	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT
a. Increase student achievement.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
b. Motivate teachers.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
c. Increase graduation rates .....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
d. Increase student attendance.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
e. Retain teachers .....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
f. Attract teachers in hard-to-staff	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
g. Attract administrators .....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
h. Principal's interest in program .....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
i. School's location .....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
j. Data management system capacity at school .....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
k. Other ( <i>Specify</i> ): _____ ...	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>

**A5. Before schools started implementing the TIF program, how did you communicate program information to stakeholders such as school staff, school board, parents, teachers union?**

<i>Mark Yes or No in each row.</i>	YES	NO
a. Through distribution of written material (e.g., fact sheets, letters, brochures, flyers) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Presentation(s) during regularly scheduled staff meetings .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Presentation(s) at meetings specifically designed to discuss program..	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Web site, e.g., school and district sites.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. E-mail .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. School advisory council (SAC) meetings.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
g. Community outreach (e.g., through a public relations firm).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
h. Social networking, e.g., Facebook, Twitter, MySpace, LinkedIn.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
i. Other ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**A6. Were any of the following people involved in decision making about the TIF program and its features?**

<i>Mark Yes or No in each row.</i>	YES	NO
a. District superintendent .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. School principal(s) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Leadership committee (i.e., a team that makes decisions on the school's strategies and programs; usually principal, teachers, support staff, parents) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. State education officials .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Union representative(s).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Other ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**A7. Did any of the following stakeholders have to vote on, or approve, your participation in the TIF program?**

*For each Yes answer, indicate the percentage of affirmative votes required for approval in that category.*

	APPROVAL REQUIRED?		MINIMUM PERCENTAGE REQUIRED
	YES	NO	
a. Leadership committee.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
b. Teachers union representative(s) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
c. Teachers association representative(s).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
d. Principal(s) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
e. Teacher(s).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
f. School-based non-teaching staff .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
g. PTA representative(s) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
h. Local business(es) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
i. Other ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %

**A8. Did you make changes to the original grant proposal for any of the following reasons?**

<i>Mark Yes or No in each row.</i>	YES	NO
a. To obtain buy-in from principals.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. To obtain buy-in from a teachers union .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. To obtain buy-in from a teachers association.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. To obtain buy-in from teachers in participating schools .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. To obtain buy-in from others ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. To conform to/address budget limitations.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
g. To accommodate data management systems.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
h. In response to results from test run on who and what awards would have been awarded.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
i. Other reason ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**A9. Please indicate when you had the data-management capacity to link individual student achievement to teacher and principal payroll and human resource systems.**

Mark one box only.

- Prior to receiving the 2010 TIF grant..... 1
- The system was developed during the 2010-2011 planning year ..... 2
- The system is still under development..... 3

**B. TIF-RELATED ACTIVITIES AND PROGRAMS**

**B1. Before receiving the 2010 TIF grant, were any opportunities for additional pay available to teachers OR principals in the schools included in this grant?**

- 1  Yes
- 0  No → Go to Question B3.

**B2. Which of the following opportunities for additional pay were available to teachers OR principals in schools supported by the 2010 grant before receiving the grant?**

<i>For each opportunity, indicate if additional pay was available to teachers and principals.</i>	TRUE FOR TEACHERS ?		TRUE FOR PRINCIPALS ?	
	YES	NO	YES	NO
a. Teaching high-need subjects (e.g., math, science, or special education).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>		
b. Working in a hard-to-staff school (e.g., schools serving large proportions of economically disadvantaged or low-performing students).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Assuming role of mentor teacher .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>		
d. Assuming role of master or lead teacher.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>		
e. Additional pay for performance tied to student achievement growth.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Additional pay for performance, not tied to student achievement ( <i>Specify</i> ):.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
g. Attending professional development activities or enrolling in graduate-level courses .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
h. The Teacher Advancement Program (TAP).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
i. Other ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**B3. Other than the TIF program, are there any federal, state, district, or privately sponsored programs that offer additional compensation to teachers or principals during the current school year in the schools covered by the 2010 TIF grant?**

- 1  Yes → How many such programs are there? \_\_\_\_\_ (# of programs)
- 0  No → Go to Question B5.

**B4. Please list the name(s) of the program(s) in the spaces provide.**

1. \_\_\_\_\_ 2. \_\_\_\_\_  
 3. \_\_\_\_\_ 4. \_\_\_\_\_

**B5. Which of the following statements best describes your current (2010) TIF program?**  
*Mark one box only.*

- The program is new and was developed for the TIF grant ..... 1
- The program represents an adaptation of a previous program or programs ..... 2
- The program is a continuation of an existing program..... 3
- None of the above. *(Write your own description in the space below)* ..... 4
- \_\_\_\_\_

**B6. Were any of the following teachers' representative groups substantively involved in making decisions about teacher compensation in the schools participating in your TIF program?**

*Check this box if NO teacher groups were involved. Then skip to Section C.*

*Mark Yes or No in each row.*

	YES	NO
a. AFT Union (American Federation of Teachers affiliate) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. NEA Union (National Education Association affiliate) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Other union ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Other teachers' association, without collective bargaining.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Teachers' committee or other representative group of teachers...	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Other ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**B7. Were any of the teachers' representatives listed above in Question B6 substantively involved in the following ways in the development of the current 2010 TIF program before the grant was awarded?**

*Mark Yes or No in each row.*

	YES	NO
a. Served on a formal design or planning committee .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Reviewed draft proposal documents .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Approved program via letter of support, without collective bargaining .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Approved program via collective bargaining.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Other ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>



**B8. Were any of the teachers' representatives listed above in Question B6 substantively involved in the following ways in the development of the current 2010 TIF program after the grant was awarded?**

<i>Mark Yes or No in each row.</i>	YES	NO
a. Served on a formal design or planning committee .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Reviewed draft proposal documents .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Approved program via letter of support, without collective bargaining .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Approved program via collective bargaining.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Other ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**B9. Are any of the teachers' representatives listed above in Question B6 substantively involved with the ongoing operation of the current 2010 TIF program in the following ways?**

<i>Mark Yes or No in each row.</i>	YES	NO
a. Serving on a formal design or planning committee .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Reviewing draft documents .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Approving program features without collective bargaining.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Approving program features via collective bargaining.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Other ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**B10. If there is anything you would like to clarify or add about teacher involvement in the development and/or governance of the TIF program, please indicate here, or check the box to indicate no clarification.**

No additional clarification.

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**B11. Tell us about the professional development activities planned for teachers in schools supported by the 2010 grant between July 1, 2011 and June 30, 2012.**

These activities include courses they may take for recertification or advanced certification, workshops sponsored by your school(s) or district, conferences, or any other training that is relevant to their teaching at your school(s).

*In each row, check the box if the activity is the focus of professional development (PD), then write the proportion of teachers expected to receive PD in that topic.*

	FOCUS OF PD	PERCENT OF TEACHERS
a. Understanding components of <b>[Program Name]</b> .....	1 <input type="checkbox"/>	_ _
b. Understanding performance measure used as part of <b>[Program Name]</b> ...	2 <input type="checkbox"/>	_ _
c. Direct feedback based upon individual performance ratings as measured by <b>[Program Name]</b> .....	3 <input type="checkbox"/>	_ _
d. Differentiated instructional strategies based on student assessments .....	4 <input type="checkbox"/>	_ _
e. Instructional techniques and strategies .....	5 <input type="checkbox"/>	_ _
f. Aligning curricula to state or district standards.....	6 <input type="checkbox"/>	_ _

**C. PERFORMANCE MEASUREMENT**

The following set of questions asks about how teachers and principals in schools covered by your 2010 TIF grant will be evaluated.

**Measures Based on Student Achievement**

**C1. Do you, the district, have the capacity to link students' standardized test scores in math or reading to individual teachers in TIF schools?**

1  Yes

0  No → *Go to Question C3.*

**C2. Please indicate by checking the appropriate box(es) in the chart below the year(s) and grade(s) for which the district has the capacity to link students' standardized test scores in math or reading to individual teachers in TIF schools. If a grade is not included in any TIF school, check the column titled NA.**

GRADE	NA	BEFORE 2005-06	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11 (EXPECTED)	2011-12 (EXPECTED)
1st	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	8 <input type="checkbox"/>
2nd	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	8 <input type="checkbox"/>
3rd - 8th	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	8 <input type="checkbox"/>
9th	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	8 <input type="checkbox"/>
10th	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	8 <input type="checkbox"/>
11th	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	8 <input type="checkbox"/>
12th	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	8 <input type="checkbox"/>

**C3. Is student achievement used to evaluate teacher performance?**

- 1  Yes  
 0  No → Go to Question C6.

**C4. What criteria are/will be used to measure teacher performance?**

<i>Mark Yes or No in each row.</i>	YES	NO
a. Student achievement <b>level</b> (e.g., average scores, proficiency rates, or Adequate Yearly Progress – AYP) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Student achievement <b>growth</b> (e.g., value-added, average gains) at the <u>school level</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Student achievement <b>growth</b> in <u>certain student groups</u> (e.g., grade level, team, subject area, etc.).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Student achievement <b>growth</b> in <u>teachers' individual classes</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Other ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**C5. Please indicate the first school year in which such measures became available. If they are not available, indicate if they are scheduled to become available in the future, and when that will be (if known). Mark one box only, and indicate the school year by filling the blanks.**

- 1  Measures available, as of the school year 20\_\_\_\_ - 20\_\_\_\_  
 2  Measures not available, but expected for the school year 20\_\_\_\_ - 20\_\_\_\_  
 3  Measures not available, but expected to be sometime in the future  
 4  Measures not available, and no expectation about future availability

## Measures Based on Classroom Observations

**Note:** For the following questions, please consider only instances of **formal observations** conducted in teachers' classrooms.

**Formal observations** are standardized by using a rubric or checklist and are usually given at regular intervals. (**Informal** observations do not use a standardized rubric or checklist and are not conducted on any set schedule.)

**C6. Before the 2010 TIF grant was awarded, were formal classroom observations being conducted or planned in the schools included in the 2010 grant? Mark one box only.**

- <sup>1</sup>  Yes, in all schools  
<sup>2</sup>  Yes, in some schools  
<sup>0</sup>  No

**C7. With the TIF grant underway, are formal classroom observations being conducted in the schools included in the 2010 grant?**

- <sup>1</sup>  Yes, in all schools  
<sup>2</sup>  Yes, in some schools  
<sup>0</sup>  No → Go to Question C12.

**C8. Please indicate the first school year in which formal classroom observations were conducted, or are expected to be conducted, after the start of your 2010 grant. Mark the box for the first year when formal classroom observations were, or will be, introduced. If they will be phased in over time, then check all boxes representing a year in which new schools will start using classroom observations.**

- 2010-2011 ..... <sup>1</sup>   
2011-2012 ..... <sup>2</sup>   
2012-2013 ..... <sup>3</sup>   
2013-2014 or later ..... <sup>4</sup>

**C9. On average, how many formal classroom observations are conducted or planned for each teacher in one school year?**

\_\_\_\_\_ Number PER teacher

**C10. What is (or will be) the approximate length of one typical formal classroom observation?**

\_\_\_\_\_ Minutes

**C11. Who conducts or will conduct the formal classroom observations?**

<i>Mark one box in each row.</i>	YES	NO
a. The principal at the teacher's school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Other administrator (e.g., assistant principal, department head) at the teacher's school .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Mentor, master, or lead teacher at the teacher's school .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Mentor, master, or lead teacher from a different school in the district .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Content specialist .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Other observer ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**Other Performance Measures**

**C12. Are any of the factors listed below used to evaluate teacher performance?**

<i>Mark one box in each row.</i>	YES	NO
a. Teacher attendance .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Teacher participation in school activities .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Principal's or other administrator's professional judgment.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Reviews from other teachers .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Student attendance.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Parent or student input.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
g. Other 1 ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
h. Other 2 ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

**C13. What criteria are/will be used to measure principal effectiveness?**

<i>Mark Yes or No in each row</i>	YES	NO
a. Student achievement <b>level</b> (e.g., average scores, proficiency rates, or Adequate Yearly Progress – AYP) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Student achievement <b>growth</b> (e.g., value-added, average gains) at the <u>school level</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Student achievement <b>growth</b> in <u>certain student groups</u> (e.g., grade level, team, subject area, etc.).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Teacher assessments of principal performance.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Parent input.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Other 1 ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
g. Other 2 ( <i>Specify</i> ): .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

## D. ADDITIONAL PAY FOR EDUCATORS

All questions in this section refer to all activities funded by your 2010 TIF grant.

### Staff Eligibility

#### D1. Which of the school staff below are eligible for promotion or additional pay in your TIF program?

*In Column B, circle Yes or No to indicate whether the staff named are eligible to participate. Use NA for any staff category that does not exist in the schools in your program.*

*In Columns C – E, for each Yes response in Column B, indicate the types of opportunities for additional pay available to the staff named in Column A.*

A. SCHOOL STAFF	B. ELIGIBLE?			C. BONUS		D. PERMANENT SALARY INCREASE	E. PROMOTION
a. Principal .....	Y	N		1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
b. Assistant/vice principal .....	Y	N	NA	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
c. Other school administrators.....	Y	N	NA	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
d. Full-time classroom teachers in tested grade or subject .....	Y	N		1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
e. Full-time classroom teachers in non-tested grade or subject .....	Y	N		1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
f. Other teaching staff (e.g., part-time teachers, substitutes, teacher aides)...	Y	N	NA	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
g. Non-teaching staff (e.g., counselors, librarians, custodial staff).....	Y	N	NA	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	

### Teacher Eligibility for Additional Pay and Amounts

#### D2. Are teachers eligible for performance-based bonuses or awards?

<sup>1</sup>  Yes

<sup>0</sup>  No → Go to Question D10.

#### D3. Are teachers required to apply to be considered for a performance-based bonus or award?

<sup>1</sup>  Yes

<sup>0</sup>  No

**D4. Will performance-based bonuses or awards for teachers be based on one overall performance rating, or separate ratings for each criterion? Mark one box only.**

Awards will be based on one overall or combined rating..... 1  → Go to D5

Awards will be based on separate ratings (e.g., an observation rating and different student achievement ratings)... 2  → Go to D7

**D5. For each of the criteria that will be used to measure teacher performance in tested grades and subjects, how much weight will each one contribute to the overall or combined rating? Mark Yes or No for each measure listed. For each Yes answer, write the weight that it is given. Percents should sum to 100.**

	USED?		PERCENTAGE WEIGHT
	YES	NO	
a. Student achievement <b>level</b> (e.g., average scores, proficiency rates, or Adequate Yearly Progress – AYP).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
b. Student achievement <b>growth</b> (e.g., value-added, average gains) at the <u>school level</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
c. Student achievement <b>growth</b> in <u>certain student groups</u> (e.g., grade level, team, subject area, etc.) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
d. Student achievement <b>growth</b> in <u>teachers' individual classes</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
e. Formal observations .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
f. Other measure 1 (Specify): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
g. Other measure 2 (Specify): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
			100 %

**D6. What is the maximum amount of additional pay that a teacher could receive because of her or her overall performance?**

\$ \_\_\_\_\_ → Go to Question D8.

**D7. For which of the following performance criteria are teachers in tested grades and subjects eligible to receive additional pay? Mark Yes or No for each measure listed. For each Yes answer, write the maximum amount that a teacher could receive.**

	ELIGIBLE?		MAXIMUM AMOUNT
	YES	NO	
a. Student achievement <b>level</b> (e.g., average scores, proficiency rates, or Adequate Yearly Progress – AYP).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
b. Student achievement <b>growth</b> (e.g., value-added, average gains) at the <u>school level</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
c. Student achievement <b>growth</b> in <u>certain student groups</u> (e.g., grade level, team, subject area, etc.) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
d. Student achievement <b>growth</b> in <u>teachers' individual classes</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
e. Formal observations .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
f. Other measure 1 (Specify): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
g. Other measure 2 (Specify): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____

**D8. What percentage of teachers in tested grades and subjects are expected to receive additional pay based on their performance?** Please answer only about additional pay based on performance, not for extra roles and responsibilities.

Enter a percentage in the second column for each amount listed in the first column, or zero if no additional pay is offered. If the awards are determined by a percentage of teacher salary, use your best estimate of the dollar amounts.

ADDITIONAL PAY EARNED	PERCENTAGE OF TEACHERS
0	_____ %
\$1 - \$999	_____ %
\$1,000 - \$1,999	_____ %
\$2,000 - \$3,999	_____ %
\$4,000 - \$5,999	_____ %
\$6,000 - \$7,999	_____ %
\$8,000 - \$9,999	_____ %
\$10,000 - \$11,999	_____ %
\$12,000 - \$14,999	_____ %
\$15,000 or more	_____ %

**D9. What percentage of teachers in non-tested grades or subjects are expected to receive additional pay based on their performance?** Please answer only about additional pay for performance, not for extra roles and responsibilities.

Enter a percentage in the second column for each amount listed in the first column, or zero if no additional pay is offered. If the awards are determined by percentage of teacher salary, please use your best estimate of the dollar amounts.

ADDITIONAL PAY EARNED	PERCENTAGE OF TEACHERS
0	_____ %
\$1 - \$999	_____ %
\$1,000 - \$1,999	_____ %
\$2,000 - \$3,999	_____ %
\$4,000 - \$5,999	_____ %
\$6,000 - \$7,999	_____ %
\$8,000 - \$9,999	_____ %
\$10,000 - \$11,999	_____ %
\$12,000 - \$14,999	_____ %
\$15,000 or more	_____ %



**D10. Do teachers receive additional pay for taking on added roles or responsibilities during the regular school day?**

- 1  Yes  
 0  No → Go to Question D13.

**D11. For which of the roles listed below can teachers earn this additional pay? Mark Yes or No for each role listed. For each Yes answer, write the maximum amount that a teacher could receive.**

	YES	NO	MAXIMUM AMOUNT
a. Mentor teacher .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
b. Master or lead teacher .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
c. Department chair or head .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
d. Lead curriculum specialist .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
e. Serving on a school-wide committee or task force .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
f. Serving on a leadership team in some capacity (Specify): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
g. Other (Specify): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____

**D12. For which of the following additional factors are teachers eligible to receive additional pay? Mark Yes or No for each factor listed. For each Yes answer, write the maximum amount that a teacher could receive.**

	YES	NO	MAXIMUM AMOUNT
a. Teaching in a hard-to-staff school (e.g., schools serving large proportions of economically disadvantaged or low-performing students).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
b. Teaching high-need subjects (e.g., math, science, or special education).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
c. Attending professional development activities or enrolling in graduate-level courses .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
d. An automatic bonus for participating in <b>[Program Name]</b>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
e. Other (Specify): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____

**Principal Eligibility for Additional Pay and Amounts**

**D13. Are principals eligible for performance-based bonuses or awards?**

- 1  Yes  
 0  No → Go to Question D20.

**D14. Are principals required to apply to be considered for a performance-based bonus or award?**

1  Yes

0  No

**D15. Will performance-based bonuses or awards for principals be based on one overall performance rating or separate ratings for each criterion? Mark one box only.**

Awards will be based on one overall or combined rating..... 1  → Go to D16.

Awards will be based on separate ratings (e.g., an observation rating and different student achievement ratings)... 2  → Go to D18.

**D16. For each of the criteria that will be used to measure principal performance, how much weight will each one contribute to the overall or combined rating? Mark Yes or No for each measure listed. For each Yes answer, write the weight that it is given. Percents should sum to 100.**

	USED?		PERCENTAGE WEIGHT
	YES	NO	
a. Student achievement <b>level</b> (e.g., average scores, proficiency rates, or Adequate Yearly Progress – AYP).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
b. Student achievement <b>growth</b> (e.g., value-added, average gains) at the <u>school level</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
c. Student achievement <b>growth</b> in <u>certain student groups</u> (e.g., grade level, team, subject area, etc.) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
d. Teacher assessments of principal performance .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
e. Parent input .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
f. Other measure 1 ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
g. Other measure 2 ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____ %
			100 %

**D17. What is the maximum amount of additional pay that a principal could receive because of his or her overall performance?**

\$ \_\_\_\_\_ → Go to Question D19.

**D18. For which of the following performance criteria are principals eligible to receive additional pay? Mark Yes or No for each measure listed. For each Yes answer, write the maximum amount that a principal could receive.**

	ELIGIBLE?		MAXIMUM AMOUNT
	YES	NO	
a. Student achievement <b>level</b> (e.g., average scores, proficiency rates, or Adequate Yearly Progress – AYP).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
b. Student achievement <b>growth</b> (e.g., value-added, average gains) at the <u>school level</u> .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____

	ELIGIBLE?		MAXIMUM AMOUNT
	YES	NO	
c. Student achievement <b>growth</b> in <u>certain student groups</u> (e.g., grade level, team, subject area, etc.) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
d. A <u>combined</u> measure of student achievement <b>growth</b> (combination of student achievement growth or certain student groups and school-wide growth, but <u>not combined with other criteria</u> ) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
e. Other measure ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____

**D19. What percentage of principals are expected to receive additional pay based on their performance?** Please answer only about additional pay based on performance, not for extra roles and responsibilities.

Enter a percentage in the second column for each amount listed in the first column, or zero if no additional pay is offered. If the awards are determined by a percentage of principal salary, use your best estimate of the dollar amounts.

ADDITIONAL PAY EARNED	PERCENTAGE OF PRINCIPALS
0	_____ %
\$1 - \$999	_____ %
\$1,000 - \$1,999	_____ %
\$2,000 - \$3,999	_____ %
\$4,000 - \$5,999	_____ %
\$6,000 - \$7,999	_____ %
\$8,000 - \$9,999	_____ %
\$10,000 - \$11,999	_____ %
\$12,000 - \$14,999	_____ %
\$15,000 or more	_____ %

**D20. For which of the following additional factors are principals eligible to receive additional pay?** Mark Yes or No for each factor listed. For each Yes answer, write the maximum amount that a teacher could receive.

	YES	NO	MAXIMUM AMOUNT
a. Working in a hard-to-staff school (e.g., schools serving large proportions of economically disadvantaged or low-performing students) .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
b. Additional roles or responsibilities in the school or district .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
c. Attending professional development activities or enrolling in graduate-level courses .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
d. An automatic bonus for participating in [PROGRAM NAME] .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____
e. Other ( <i>Specify</i> ): _____ .....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	\$ _____

**D21. If you have any additional thoughts you would like to share about [Program Name], please use the space below.**

**E. CONTACT INFORMATION**

**Please provide your contact information below. We will use it to reach you in case we need to clarify any of your responses.**

**Providing this information is voluntary.**

**Name:** \_\_\_\_\_

**Street address:** \_\_\_\_\_

**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip Code:** \_\_\_\_\_

**Home telephone:** \_\_\_\_\_

**Cell phone:** \_\_\_\_\_

**Work email:** \_\_\_\_\_

**Home email:**  
\_\_\_\_\_

**Best time to reach you by phone (day and time):**  
\_\_\_\_\_

**THANK YOU VERY MUCH FOR COMPLETING THIS QUESTIONNAIRE.**