



**US Department of Education  
Teacher Incentive Fund  
Grant Performance Report Cover Sheet**

**TIF 3 Grantee**

**TIF 4 Grantee**

**General Information**

1. PR/Award #:
2. Grantee NCES ID #:
3. Project Title:
4. Grantee Name:
5. Grantee Address:
6. Project Director Name:  
Phone:  
Email Address:
7. Reporting Period: From: \_\_\_\_\_ To: \_\_\_\_\_

**Human Subjects (Annual Institutional Review Board (IRB) Certificate)**

8. Is the annual certificate in Institutional Review Board (IRB) approval attached? yes \_\_\_ no \_\_\_ N/A \_\_\_

**Performance Measures Status and Certification**

9. Performance Measure Status
  - a. Are complete data on performance measures for the current budget period included in the Project Status Chart? yes \_\_\_ no \_\_\_
  - b. If no, when will the data be available and submitted to the Department? \_\_\_\_\_
10. To the best of my knowledge and belief, all data in this performance report are true and correct, and the report fully discloses all known weaknesses concerning the accuracy, reliability, and

completeness of the data.

\_\_\_\_\_  
Name of Authorized Representative: Title: \_\_\_\_\_

\_\_\_\_\_  
Signature: Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

**Public Burden Statement:**

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 46 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The obligation to respond to this collection is required to obtain or retain benefit (Public Law 112-74-4 Consolidated Appropriations Act, 2012). Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, 400 Maryland Ave., SW, Washington, DC 20210-4537 or email [ICDocketMgr@ed.gov](mailto:ICDocketMgr@ed.gov) and reference the OMB Control Number 1810-XXXX. Note: Please do not return the completed TIF APR to this address.

**TIF 3 and TIF 4 Program-Specific Program Report**

**TIF 3 and 4 grantees should complete each section. Program-specific instructions will be provided in blue for TIF 3 and green for TIF 4 where instructions are different. Please read the accompanying submission guidance for detailed instructions. If information varies by LEA or**

**district, information must be completed for each district or LEA participating in the grant. Please copy and paste the charts to collect data for each participating district.**

**Part 1: Executive Summary**

Please provide a written summary in the space below in response to the focus questions in the submission guidance.

**Part 2: TIF Program Objectives and Related Measures (including GPRA Measures)**

There are 15 questions in Part 2. All grantees must answer each question unless otherwise noted below.

<b>1. Communicating with and Engaging Stakeholders</b>	
How many trainings did you conduct with stakeholders on the educator evaluation or compensation systems?	
Based on stakeholder feedback, what changes did you make to your communication plan this year? Describe the changes below.	
In the space below, describe what role stakeholders had in helping to develop, modify, or maintain the educator evaluation system.	

<b>2. Data Management System</b>	
How many educators (teachers, principals, or other personnel eligible for performance-based compensation) appealed the award process? Please summarize the appeal process and the reasons for appeals in the space below.	
Did your grant meet its goal for delivering data for computing the final evaluation scores or payouts? Please provide specific examples and dates. If not, describe the reasons for the delay in the space below.	

### 3. Professional Development Processes

In the space below, describe how teachers access recommendations for professional development based on educator evaluation data.

In the space below, describe how principals access recommendations for professional development based on educator evaluation data.

In the space below, describe how you are targeting professional development based on data.

In the space below, describe how you are providing professional development on your evaluation system.

#### 4. Human Capital Management (TIF 4 GPRA Measure #4)

The District uses educator evaluation systems to inform the following human capital decisions. (Please check all that apply.)

a. Recruitment	
b. Hiring	
c. Placement	
d. Retention	
e. Dismissal	
f. Tenure	
g. Promotion	
h. Professional Development	
i. All of the above	

#### 5. Description of Evaluation Measures

Please provide the weight assigned to each measure along with a **detailed** description of each measure. *Please refer to the APR Guidance Document for specific instructions.*

	<b>Percentage Weight</b>	<b>Description</b>
Student Growth Measure		
Observation Measure		
Other Measure		
Other Measure		

<b>6. Description of Student Growth Measures</b>
In the space below, describe your progress toward developing classroom-level student growth measures for teachers of traditionally non-tested grades and subjects within your TIF project.
In the space below, describe your progress towards measuring student growth for students with disabilities and English learners within your TIF project.

## 7. Description of Observation Measures

In the space below, please describe your method for ensuring inter-rater reliability, including any trainings and your method for calculating it.

Based on your method for calculating inter-rater reliability, what level of inter-rater reliability did you achieve? Please report the numeric value calculated using your metric of inter-rater reliability (e.g., Cohen's kappa).

Provide a total for each of the following:

- a. How many trained observers conducted formal observations of teachers?
- b. How many trained observers conducted formal observations of principals?
- c. Give the total number of formal observations of teachers that trained observers performed.
- d. Give the total number of formal observations of principals that trained observers performed.
- e. In total, how many hours did trained observers spend conducting formal observations?

## 8. Teacher Evaluation System

Which of the following do you use in your grant's teacher evaluation system?	All: Used for All TIF-Eligible Teachers	Some: Used Only for Some TIF-Eligible Teachers	None: Not Used for any TIF-Eligible Teachers
Live observations of classroom teaching			
Videos of classroom teaching			
Portfolios, lesson plans, student work samples, other artifacts			
Parent surveys			
Student surveys			
Growth or gain of the students taught by individual teachers			
Growth or gain of the students taught by teams of teachers			
School-level student growth or gain			
Grade-level student growth or gain			
Proficiency level attained by the individual teacher's students			
School-level student proficiency or attainment			
Grade-level student proficiency or attainment			
Other (Please describe)			
If you entered "other" measures above, please describe those measures in the space below.			

## 9. Principal Evaluation System

Which of the following do you use in your grant's principal evaluation system?	All: Used for All TIF-	Some: Used Only for	None: Not Used for TIF-
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	Eligible Principals	Some TIF-Eligible Principals	Eligible Principals
Observations of leadership practice			
Portfolios, records, documents, or other artifacts representing leadership practice			
Student growth			
School makes Adequate Yearly Progress or meets other state-set measurable objectives for student proficiency			
Other school-wide measures such as graduation rates or student attendance			
Parent surveys			
Student surveys			
Teacher/staff surveys			
VAL-ED 360° feedback survey			
Other (describe)			
If you entered "other" measures above, please describe those measures to them in the space below.			

### 10. Description of Evaluation System

Does every district or school in your grant use the same teacher evaluation system? If not, please describe the difference(s) between the evaluation systems in the space below.

Does every district or school in your grant have the same principal evaluation system? If not, please describe the difference(s) between the evaluation systems in the space below.

Do you have different teacher and principal evaluation systems?				
Describe your performance categories, how many levels you include, and how they are labeled (e.g., proficient, needs improvement, etc.) by completing the chart below. Indicate how many levels you include in your evaluation system and how these levels are labeled (where #1 represents the lowest category), and how they align with the TIF categories of Not Effective, Effective, and Highest Level of Effectiveness. TIF 3 Grantees: If you have fewer than three levels of effectiveness, indicate how your categories align with Not Effective and Effective.				
(Note: All questions from this point will ask you to report your responses in terms of the TIF categories.)				
Level	The Label for Your Level (Category)	Align your categories with the following TIF categories by checking which TIF category applies to your category		
		Not Effective	Effective	Highest Level
1 (Lowest Level)				
2				
3				
4				
5				

<b>11. Type of Performance Rating</b>	
Do you have an overall performance rating? yes ___ no ___	
<i>If yes, please answer "a" below. If no, answer "b-d" (all questions below)</i>	

**12. Performance Ratings**

For the current reporting period, please provide the **total** number of teachers and principals within each aggregate performance category of not effective, effective, and highest level of effectiveness. **Note that you will only complete the “overall performance rating” evaluation table (12a) if you answered “yes” to question 11.** If each measure has a distinct rating, then please complete Tables 12b-12d.

**TIF 4 Grantees:** TIF 4 grantees are only required to complete the table for the overall performance rating (12a). Provide the total number of teachers and principals in each rating based on the overall performance rating. Note that the performance categories align to the description of your performance categories in question 10.

**TIF 3 Grantees:** If your agency issues separate payouts for each measure in the evaluation system, then you do not have to complete Table 12a. Instead, complete only Tables 12b (observation measure), 12c (student growth measure), and 12d (other measure/s). Provide the total number of teachers and principals in each rating category for each measure. If you make payouts based on an overall performance rating, then you are only required to provide the number of teachers and principals in each rating category for the overall performance rating (Table 12a). Note that the performance categories align to the description of your performance categories in question 10. In addition, if you do not have data for non-TIF schools, then report data for all high-need schools with a PBCS.

<b>12a. Overall Performance Rating (TIF 4 GPRA Measure #1)</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>Principal</b>				

High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

**12b. Observation Measure (TIF 3 GPRA Measure #1)**

	Not Effective	Effective	Highest Level	Not Rated
<b>Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

**12c. Growth Score Measure (TIF 3 GPRA Measure #1)**

	Not Effective	Effective	Highest Level	Not Rated
<b>Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

<b>12d. Other Measure(s): Describe the additional measure in the space below</b>				
<b>(TIF 3 (GPRA Measure #1))</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

### 13. Performance Ratings for Newly Hired Teachers and Principals

Please provide the number of teachers and principals categorized as newly hired during the reporting period who are rated as not effective, effective, or highest level of effectiveness. **Note that you will only complete the “overall performance rating” evaluation table (13a) if you answered yes to question 11.** If each measure has a distinct rating, then please complete Tables 13b -13d and include the number of teachers and principals that fall into each category for each measure in the system. For the purposes of this survey, newly hired is defined as any teacher or principal working in the current reporting period hired within the past three school years.

**TIF 4 Grantees: TIF 4 grantees are only required to complete the table for the overall performance rating (13a). Provide the total number of teachers and principals in each rating**

**based on the overall performance rating. Note that the performance categories align to the description of your performance categories in question 10.**

**TIF 3 Grantees: If your agency issues separate payouts for each measure in the evaluation system, then you do not have to complete Table 13a. Instead, complete only Tables 13b (observation measure), 13c (student growth measure), and 13d (other measure/s). Provide the total number of teachers and principals in each rating category for each measure. If you make payouts based on an overall performance rating, then you are only required to provide the number of teachers and principals in each rating category for the overall performance rating (Table 13a). Note that the performance categories align to the description of your performance categories in question 10. In addition, if you do not have data for non-TIF schools, then report data for all high-need schools with a PBCS.**



<b>13a. Overall Performance Rating</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>New Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>New Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

<b>13b. Observation Measure</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>New Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>New Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

<b>13c. Student Growth Measure</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>New Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>New Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

**13d. Other Measure(s): Describe the additional measure in the space below**

	Not Effective	Effective	Highest Level	Not Rated
<b>New Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>New Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

### 14. Performance Ratings for Teachers and Principals Retained in the Same School

Please provide the number of teachers and principals who were not effective, effective, or at the highest level in the last reporting period and who were retained in the same school for the current school year.

**Note that you will only complete the “overall performance rating” evaluation table if your evaluation system includes a final overall evaluation score.** If each measure has a distinct rating, then please include the number of teachers and principals that fall into each category for each measure in the system (14b - 14d).

**TIF 4 Grantees: TIF 4 grantees are only required to complete the table for the overall performance rating (14a). Provide the total number of teachers and principals in each rating based on the overall performance rating. Note that the performance categories align to the description of your performance categories in question 10.**

**TIF 3 Grantees are not required to complete this item.**

<b>14a. Overall Performance Rating (TIF 4 GPRA Measure #3)</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>Retained Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>Retained Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

<b>14b. Observation Measure</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>Retained Teacher</b>				
High-need schools with a PBCS				

High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>Retained Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

<b>14c. Student Growth Measure</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>Retained Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>Retained Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

**14d. Other Measure(s): Describe the additional measure in the space below**

	Not Effective	Effective	Highest Level	Not Rated
<b>Retained Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				
<b>Retained Principal</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

**15. Performance Ratings for Teachers of High-Need Subjects**

Please provide the number of teachers who fell into each performance category during the reporting period that taught in a high-need subject. **Note that you will only complete the “overall performance rating” evaluation table (15a) below if you answered yes to question 11.** If each measure has a distinct rating, then please include the number of teachers that fall into each category for each measure in the system (15 b - 15d). For the purpose of this report, high-need subjects may include, but are not limited to, Science, Technology, Engineering, and Math (STEM); courses for students with disabilities (SWDs); and courses for English learners (EL).

**TIF 4 Grantees: TIF 4 grantees are only required to complete the table for the overall performance rating (15a). Provide the total number of teachers and principals in each rating based on the overall performance rating. Note that the performance categories align to the description of your performance categories in question 10.**

**TIF 3 Grantees: TIF 3 grantees are not required to complete item #15a.**

**15a. Description of High-Need Subjects**

In the space below, please list all subjects the district defines as high-need.

<b>15b. Overall Performance Rating (TIF 4 GPRA Measure #2)</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>High-Need Subject Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

<b>15c. Observation Measure</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>High-Need Subject Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				



<b>15d. Student Growth Measure</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>High-Need Subject Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

<b>15e. Other Measure(s)</b>				
	Not Effective	Effective	Highest Level	Not Rated
<b>High-Need Subject Teacher</b>				
High-need schools with a PBCS				
High-need schools without a PBCS				
Non-high-need schools				
Total				

### Part 3: Budget Information

<b>16a. Current Year Budget Expenditures (To be completed by the Business Office)</b>					
<b>Cost Categories</b>	<b>Current Year Budget</b>	<b>Expended Through 5/31/14</b>	<b>Anticipated Additional Expenditures from 6/1/14 to 9/30/14</b>	<b>Unexpended Funds</b>	<b>Funds Requested to Carry Over Into Next Budget Year</b>
Personnel					
Fringe					
Travel					
Equipment					
Supplies					
Contractual					
Other					
Subtotal					
Indirect costs					
Total					

<b>16b. Budget Narrative</b>
Please provide a narrative description of the Budget Information, item # 16a, in the space below.

<b>17. Expenditures on Performance Awards by Funding Source</b>				
	TIF	State	Local	Non-TIF Federal
Please provide the amount of TIF funds expended on performance-based awards for the current reporting year.				

<b>18. Performance-Based Payments</b>		
<b>Cost Categories</b>	<b>Initially Budgeted Previous Year Performance-Based Payment Expenditures</b>	<b>Actual Performance-Based Payment Expenditures</b>
Personnel		
Fringe		
Other		
Total Costs		

**TIF 4 Grantees are not required to complete item #19 below.**

<b>19. Increasing Share of Non-TIF Performance-Based Compensation</b>		
Total Incentive Payments Awarded (Year 3)	Total Non-TIF Funds Used (Year 3)	Increasing Share for Year 3 (%)

**TIF 4 Grantees are not required to complete item #20 below.**

<b>20. Additional Cost Share/Matching Costs</b>			
<b>Cost Categories</b>	<b>Current Year Budget Match</b>	<b>Actual Match Through 5/31/14</b>	<b>Expected Match Through 9/30/14</b>
Personnel			
Fringe Benefits			
Travel			
Equipment			
Supplies			
Contractual			
Other			
Total			

**TIF 3 Main Grantees who are not participating in the TIF3 National Evaluation and TIF 4 Grantees are not required to complete item #21 below.**

<b>21. TIF 3 National Evaluation Grantees Break-Out of "Other" Funds</b>		
<b>Cost Categories</b>	<b>Current Year Budget</b>	<b>Funds Expended Through 5/31/14</b>
Personnel		
Fringe Benefits		
Travel		
Equipment		
Supplies		
Contractual		
Other		
Subtotal Direct Costs		
Indirect Costs		
Total		

**TIF 4 Grantees are not required to complete item #22 below.**

<b>22. Percentage of Personnel Budget Expended on Performance Awards (TIF 3 GPRA Measure #2)</b>	
	Actual
Total amount expended on all performance awards	
Total District Personnel Budget	
Percentage of personnel budget expended on performance awards	

<b>23. Number of Teachers and Principals Who Received an Award</b>			
	Teachers	Principals	Other Personnel
Please provide the number of teachers and principals who received a performance-based award for the current reporting year.			

<b>24a. Please provide the lowest, median, and highest teacher award amount for each of the following: (where applicable)</b>			
	Lowest	Median	Highest
Total Payout			
Observations			
Student Growth			
Other Measure(s):			

<b>24b. Please provide the lowest, median, and highest principal award amount for each of the following: (where applicable)</b>			
	Lowest	Median	Highest
Total Payout			
Observations			
Student Growth			
Other Measure(s):			

**25. Payouts by Performance Category**

Please provide your total payouts by performance categories by completing the chart below.

Level	The Label for Your Level (Category)	Provide payout for each categories with the following TIF categories by checking which TIF category applies to your category		
		Not Effective	Effective	Highest Level
1 (Lowest Level)				
2				
3				
4				
5				

**Part 4: Individual Project Objectives and Measures**

All grantees must complete a table and explanation for each approved project objective and measure.

**Project Objective 1:**

1a. Performance Measure	Quantitative Data	
	Target	Actual Performance Data

1b. Performance Measure	Quantitative Data	
	Target	Actual Performance Data

**1c. Explanation of Progress (Include Qualitative Data and Data Collection Information):**

**Part 5: Additional Information**