



Retention in Washoe County School District

Presented to the State Board of Education

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Agenda

- The Numbers
- Teacher Incentive Fund (TIF)
- Assembly Bill 483
- Senate Bill 511
- Acceleration Zone Bonuses
- SB 133 Teacher Supplies
- Other Initiatives



The Numbers

Year	2012-13	2013-14	2014-15
District	7.00%	7.68%	6.69%
High Needs	18.48%	30.18%	21.75%
Focus	17.19%	25.71%	5.77%
Priority	28.38%	45.87%	30.77%
Zoom	19.02%	26.57%	11.66%
Victory	16.67%	19.05%	11.36%
1 & 2 Star	19.31%	30.92%	20.18%



Separations

Year	2012-13	2013-14	2014-15
Total Separations	273	297	266
Resigned	166	167	143
Retired	91	112	110
Position Ended	4	0	1
Terminated	9	13	7
Others	3	5	5



Teacher Incentive Fund (TIF)

- Provides performance based incentive opportunities for staff at all levels at TIF schools for meeting Student Learning Objective (SLO) growth targets, maintaining individual attendance targets, achieving Effective or Highly Effective performance evaluations and remaining at TIF schools from one year to the next.
- Supports Career Lattice opportunities by providing stipends to high performing teachers that work in Master and Mentor teacher roles at TIF schools.

Year	Support Personnel Stipends	Certified Stipends	Administrator Stipends
2012-13	26 / \$10,000	60 / \$119,000	1 / \$5,000
2013-14	136 / \$55,500	285 / \$560,000	15 / \$61,000
2014-15	226 / \$98,750	528 / \$1,041,000	30 / \$120,000



SB511 Teacher Incentives and Teach Nevada Scholarship

- Up to \$5,000 per new hire at Title I schools or in self-contained Special Education classroom through the Options Program. Award amount prorated based on date of hire.
- 2nd year retention bonuses of up to \$2,000 for SB511 qualifiers from 2015-16 who remain in their school/position for 2016-17.
- Awarded 22 Teach Nevada Scholarships
- We have approximately 50 candidates for 2016-17



AB483 Retention and Enhanced Compensation

- Post Probationary Certified employees and Administrators at designated high turnover schools and Teachers in designated hard-to-fill subject areas (Special Education, CTE and Calculus) eligible for an incentive of up to \$1,500 per recipient for continuing to work at an eligible school, maintaining highly effective evaluations and meeting attendance targets.



Acceleration Zone Bonuses

- Bonuses for Principals at designated Acceleration Zone schools
- \$3,500 sign on bonus to Principals newly transferred into an Acceleration Zone school with 3 year commitment to the school.
- \$1,500 end of the year bonus

Fiscal Year	Signing Bonuses	End of Year Bonuses
2014	8	0
2015	2	11
2016	2	11



SB391 - Read by Grade 3

- Supports Career Lattice opportunities by providing stipends to Effective or Highly Effective teachers that work in the Learning Strategist role at designated Elementary Schools in 2015-16 and all Elementary Schools in 2016-17.
- Teachers do not leave the classroom
- \$7,000 per Learning Strategist
- Schools funded in 2015-16 through Read by Grade 3 grant include Desert Heights, Dodson, Donner Springs, Drake, Dunn, Elmcrest, Incline Elementary, Juniper, Alice Smith and Stead
- All 63 Elementary schools will have a Learning Strategist in 2016-17.

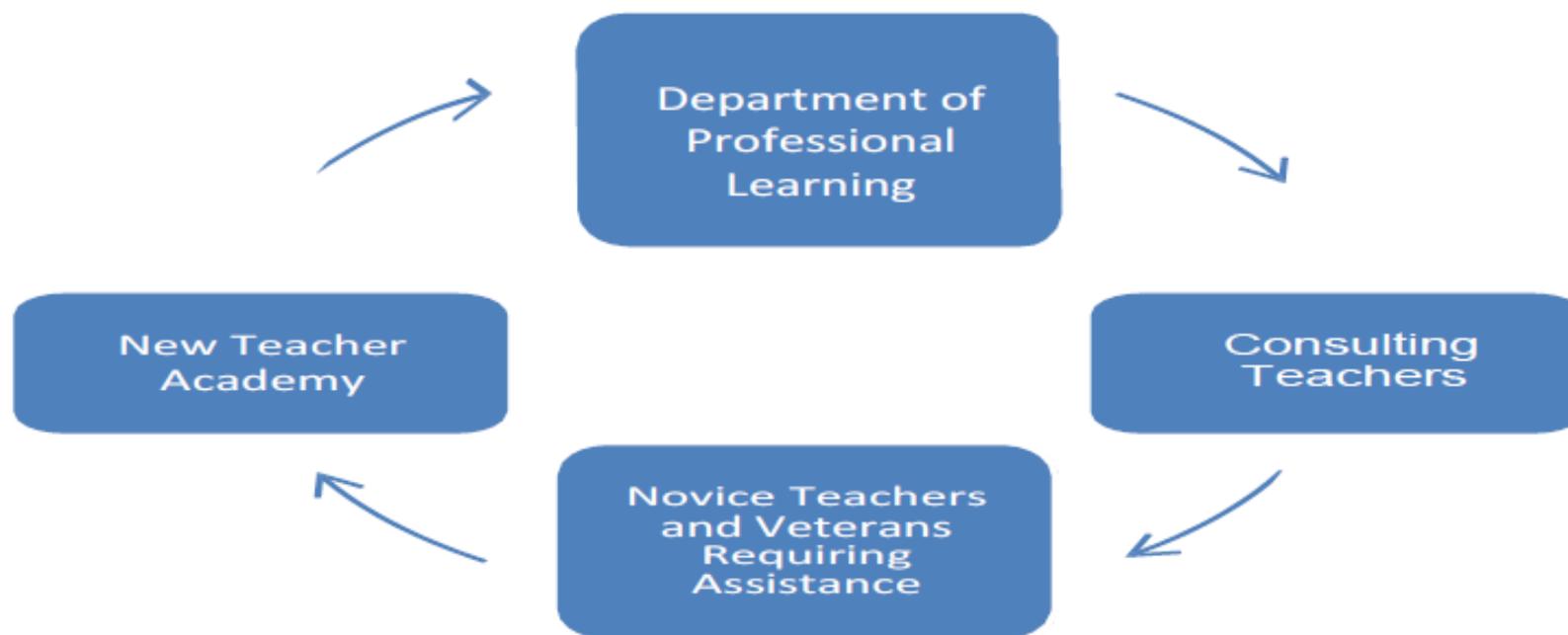


SB133 - Teacher Supply Incentive

- Classroom Teachers eligible for reimbursement up to \$250 per recipient for supplies purchased to support classroom instruction.
- 1,064 teachers seeking reimbursement for 2015-16
- Incentive will continue in 2016-17.



Consulting Teachers



<https://youtu.be/CJ70eRecui4>



Other Initiatives

- **Climate Surveys:** 5 years of data, links between data and student outcomes
- **Teacher Leadership:** builds professional growth without leaving classroom
- **Washoe Academy of School Leaders:** Our District's program to develop the next generation of transformational school leaders.
- **Peer Assistance Review:** Helps ensure appropriate support is provided with the mission being to assist each teacher to be effective in the classroom so that every student has a great teacher.
- **MyPGS** Evaluation system with aligned professional learning



Salary Schedule Adjustments

- To assist in recruitment and retention of veteran teachers, an agreement was made with the Washoe Education Association to remove first step of salary schedule and add additional step at end of schedule.



Questions?

Thank you!

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Every Child, By Name And Face, To Graduation.™