

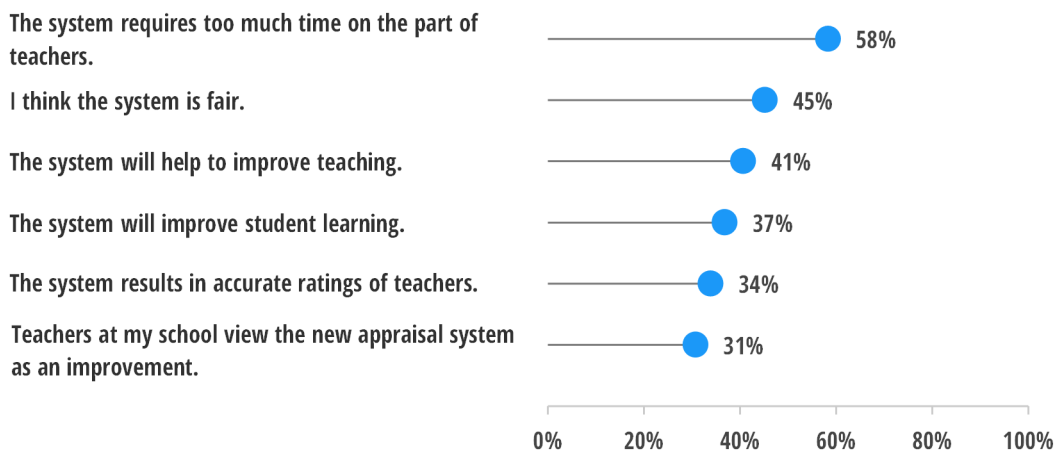
Educator Excellence Innovation Program (EEIP)

2015 Participant Feedback

This report describes feedback from the 2015 Austin Independent School District (AISD) Educator Excellence Innovation Program (EEIP) participants. Participants reported positive experiences with most of the program components. Novice teachers and principals reported the novice teacher mentoring component was well implemented and they were very satisfied with the support their mentors provided to new teachers and to the campus at large. Teachers also reported positive experiences with their professional learning communities, in which they spent time analyzing student data, student work, teacher work, and professional literature. Although the number of participants was small (14%), teachers who worked with a peer observer also reported positive experiences.

However, EEIP teachers did not view the Professional Pathways for Teachers (PPFT) appraisal system very favorably. Few agreed that it was an improvement over the current system, was fair, or was an accurate measure of teacher effectiveness.

Only one third of EEIP teachers reported that PPFT was an improvement.



Source. Spring 2015 AISD Employee Coordinated Survey

Note. EEIP teacher response rate=31%; n = 79

One area of dissatisfaction with PPFT was student learning objectives (SLOs). EEIP teachers were less likely than were other AISD teachers who used SLOs to agree that SLOs were a fair measure of students' growth, improved their teaching, and were worth the extra work. EEIP teachers were the first in AISD to use SLOs without any attached financial incentive, which may explain why they reported less favorable attitudes toward SLOs than did teachers who were at AISD REACH schools and received a substantial stipend (\$1,500 to \$2,000) for student achievement results tied to their SLOs. Subsequent reports will further investigate the PPFT experiences and perceptions of the EEIP participants, and will make recommendations for the PPFT rollout, in which SLOs are included.

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What is EEIP?

EEIP is a state grant program that funds innovation in teacher support. In 2014, 17 EEIP grants were awarded to sites across the state, including 11 school districts and six charter or other programs. Austin ISD was awarded \$2 million. The grant period concludes in August 2016.

255 teachers at six Title I elementary schools were chosen to participate in EEIP:

Houston Langford Linder
Palm Perez Widen

EEIP includes components developed as part of the AISD REACH strategic compensation program as well as the Professional Pathways for Teachers (PPFT) teacher appraisal system, including the PPFT appraisal system, SLO facilitators, PLC leads, novice teacher mentoring, and peer observation.

