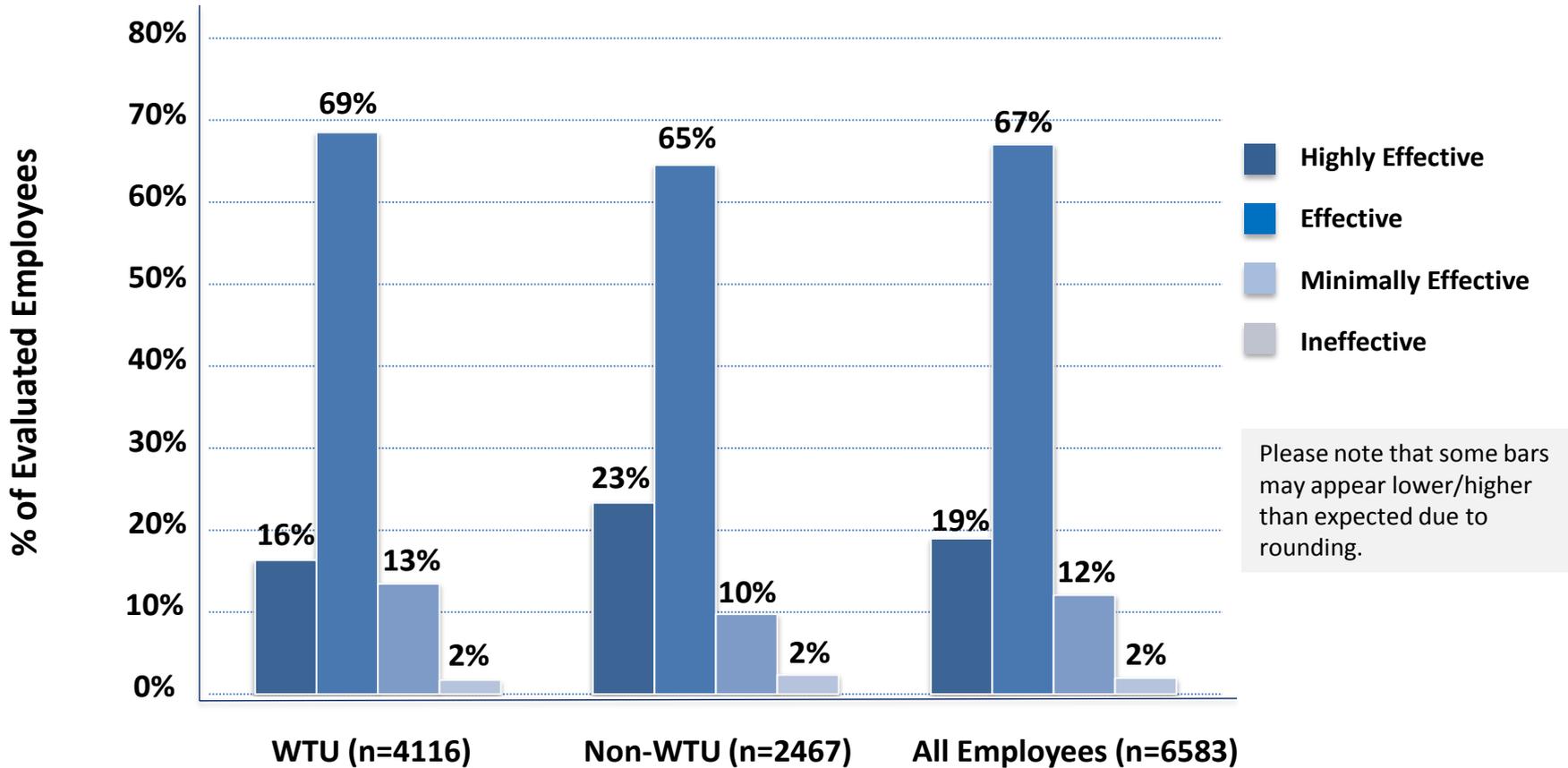




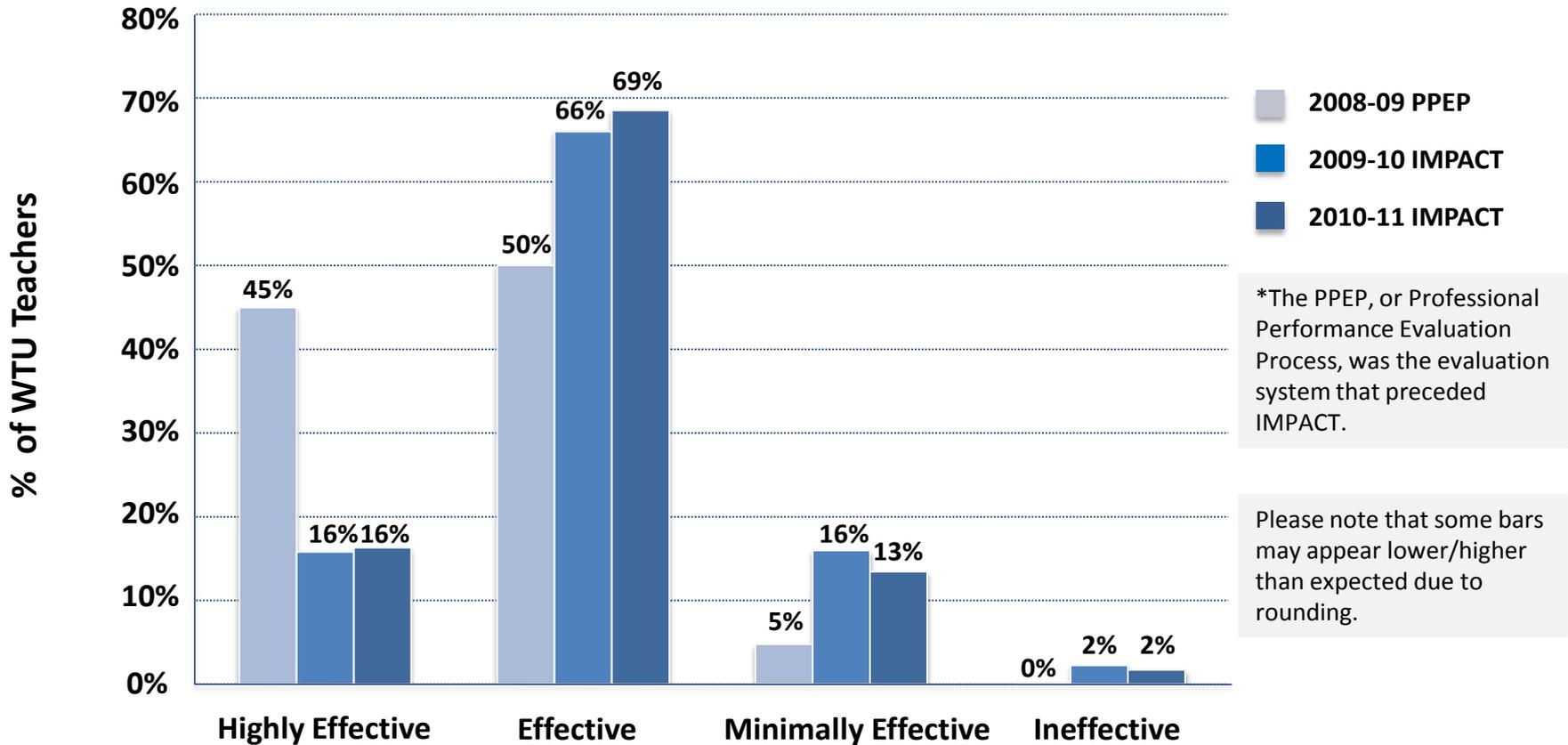
July 15, 2011

2010-11 IMPACT Results

2010-11 IMPACT Score Distribution



Comparison With 2009-10 IMPACT And 2008-09 PPEP*



Goal 1: Recognize And Reward The Best

- 663 Washington Teachers' Union (WTU) Members are eligible for an IMPACT*plus* bonus (ranging from \$3,000 to \$25,000).
- 290 WTU Members are eligible for an IMPACT*plus* base salary increase (ranging from about \$10,000 to \$20,000).

Rating	WTU	Eligibility
Highly Effective	663	Annual Bonus
Twice Highly Effective	290	Base Salary Increase

Annual Bonus	Amount
Total Possible Bonus Amount In 2010-11	Over \$5 Million
Total Bonus Amount Dispersed In 2009-10	\$3,238,700

Goal 1: Recognize And Reward The Best

- Example of an IMPACT*plus* base salary increase for a second-year teacher in 2010-2011 who earned a Highly Effective rating during her first two years, and who only has a Bachelor's Degree by the summer of 2011. This teacher would go from Step 2 to Step 7 (instead of Step 3), and automatically move to the Master's Degree band, receiving a **base increase of over \$17,000**.

FY 2012										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Bachelor's	\$51,539	\$51,716	\$52,777	\$54,725	\$56,655	\$58,599	\$61,068	\$63,517	\$65,985	\$68,431
Bachelor's + 15	\$53,256	\$54,099	\$55,210	\$57,147	\$59,087	\$61,032	\$63,496	\$65,957	\$68,414	\$70,879
Bachelor's + 30/Master's	\$54,975	\$56,242	\$58,699	\$61,158	\$63,611	\$66,078	\$69,132	\$72,171	\$75,232	\$78,273
Master's + 30	\$56,693	\$58,699	\$61,158	\$63,611	\$66,078	\$68,537	\$71,581	\$74,640	\$77,687	\$80,729
Master's + 60/PhD	\$60,128	\$61,158	\$63,611	\$66,078	\$68,537	\$70,997	\$74,045	\$77,101	\$80,147	\$83,199

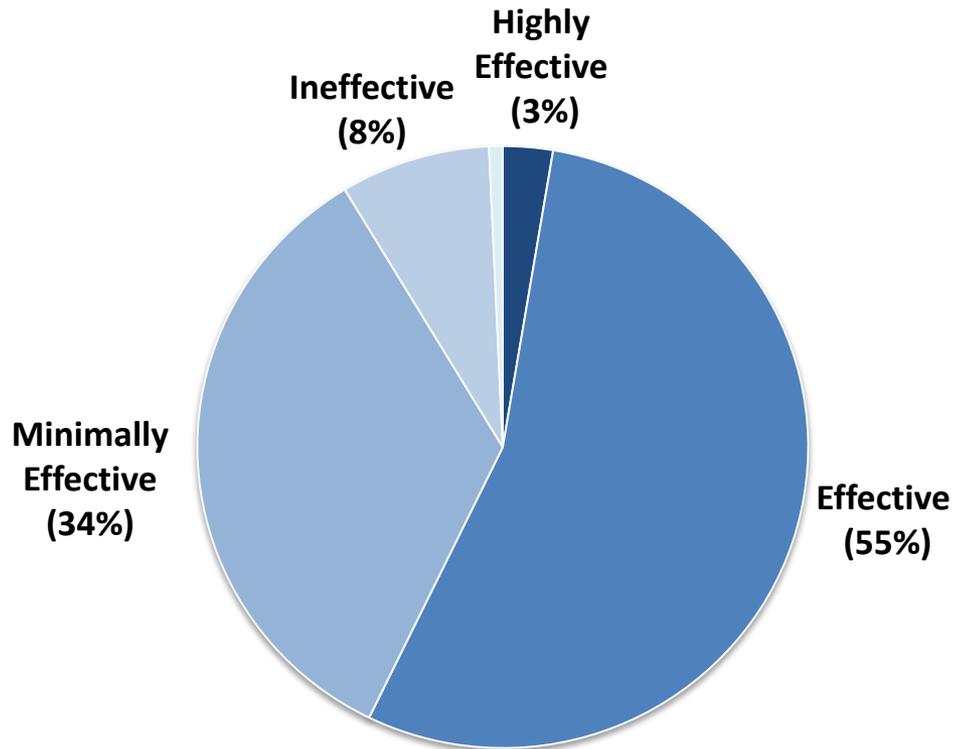
Goal 1: Recognize And Reward The Best

- DCPS will also be highlighting its top performers at the second annual *A Standing Ovation for DC Teachers* at The John F. Kennedy Center for the Performing Arts in September. This gala event is sponsored by the D.C. Public Education Fund.



Goal 2: Provide Support

- 58% of the 2009-10 Minimally Effective WTU members who decided to stay in DCPS improved to Effective or Highly Effective.



Goal 2: Provide Support

- Sources of support for teachers:
 - **Five formal feedback cycles** every year
 - Over **150 instructional coaches and mentors**, who provide on-the-job professional development tailored to each teacher's needs
 - **45 master educators**, who provide content-based feedback and guidance for growth
 - Brand new **curricular resources** to support our teachers with the implementation of rigorous national standards
 - A brand new, more intensive **coaching model**

“After teaching for 15 years, I finally received quality feedback from a formal observation because of IMPACT.”

– Elementary Teacher, DCPS

Goal 2: Provide Support

- In direct response to teacher feedback, DCPS also invested nearly **\$1 million** to develop **Reality PD**, a professional video library showcasing the best practices of our top educators. These videos will anchor our professional development next year.
- For more information, visit dcps.dc.gov/DCPS/realitypd.



TEACH 6: Respond to student misunderstandings

Goal 3: Transition Out Low Performers

Separations

Reason For Separation	WTU	Non-WTU	Total
Ineffective Scores	65	48	113
Two Years Of Minimally Effective Scores	141	34	175
“Extra Year” WTU Members Unable To Find A Placement	21	N/A	21
Licensure	94	10	104
Total	321	92	413