



Why Salary Enhancement for Title I Schools?

Teacher turnover has a measurable negative impact on school stability, student achievement, and districts' budgets. Further, turnover is highest in high-poverty schools, and underserved students are more likely to experience teacher turnover. With greater turnover, there is a continual rotating door of experienced teachers exiting the profession or leaving the school. Each of these moves is more likely to result in less-experienced teachers taking their place. Teacher turnover within a school not only affects the students in the classrooms with inexperienced teachers but also negatively influences schoolwide achievement levels. In other words, when a teacher quits, the entire student population absorbs the impact. Nowhere is this more prevalent than Parkside Elementary School.

Which Schools would qualify?

For a period of three years (see below) the following schools are designated currently and are only eligible in a schoolwide Title I school. Only a school wide status school will be eligible for the salary enhancement during this study. If, for some reason, a school fails to meet the requirements for Title I designation, their salary enhancement status will also be revoked.

- Parkside Elementary 74%
- Horizon Elementary 45%
- Liberty Elementary 44%

***Hillcrest Junior 51% If HJH wanted to claim T1 status they would have to first to a comprehensive needs assessment for a year, be targeted assist for a year before being a schoolwide designation, but could absolutely be eligible by 2021. 40% is the threshold to maintain schoolwide status.*

What does the data show?

Of the 27 licensed teachers on staff, 22 are in their provisional year or are ARL. In fact, there are more teachers on the ARL path at Parkside than in the entire district combined. Of the 27 teachers, only 9 have previous experience beyond their provisional years of teaching.

Horizon is the second most highly impacted Title I school and second statistically in teacher statistics to Parkside due in large part to its Dual Language Program and teachers on teaching Visas to fulfill the Dual Language certification needs.

Liberty's teaching staff tends to stay fairly stable with few retirees and teachers requesting transfers than any other Title I schools.

How is the Salary Enhancement program defined?

In an effort to **reduce the effects of teacher turnover at any of our currently defined Title I schools**, and to retain the teachers we currently have and/or attract veteran teachers who are



Title I Salary Enhancement 2019-2020

interested in an internal turnaround at Parkside Elementary, MCSD Title I Department proposes the following Salary Enhancement with the following graduated scale:

100%-70% economically disadvantaged and over 60% of staff in provisional/ARL status = \$2000 one time salary enhancement

70%-50% economically disadvantaged and over 60% staff in provisional/ARL status = \$1000 one time salary enhancement

50%-40% economically disadvantaged and over 50% of staff in provisional/ARL status = \$500 one time salary enhancement

50%-40% economically disadvantaged and less than 50% of staff in provisional/ARL status = \$1000 additional money in professional development in school wide allocation

How often will the Salary Enhancement continue?

The Salary Enhancement will commence in 2019-2020 and continue for a period of 3 years. Annually time the District Administration and Title I administrators will analyze teacher and human resource data to determine if the salary enhancement is helping retain teachers at the most highly impacted Title I schools and if retainment is resulting in increased student achievement scores. After three years, if the Salary Enhancement does not result in retainment or increased achievement, the salary enhancement will be terminated.