# Excellence in Teaching Incentive Program (ETIP)

**Purpose**

* Build teacher capacity
* Recruit and retain teachers in MISD
* Provide professional advancement opportunities for teachers who remain in the classroom
* Build teachers’ financial future

# Definition for Inclusion in ETIP

Teachers eligible to participate are the **teacher of record** as defined by:

* assign report card grades for the current school year in one or more subject areas,
* teach 50% or more of each day, **and**
* design and implement instruction

Teachers may begin coursework after completing their 2nd year of teaching in MISD

# Courses

* Differentiation - Fall
* Formative Assessment – Fall/Spring
* Practicum -Spring
* Teaching Students of Poverty - Fall
* Preparing Students for a Global Society - Fall/Spring
* Practicum - Spring

# Three Levels of ETIP

**Classroom Scholar –** The requirements are:

* complete required coursework over a 2 year period
* document implementation and professional growth both during the 2 years of coursework and each year thereafter
* maintain Developing or above rating, on all indicators of T-TESS

Upon completion of the coursework, teachers will receive $5000\* each year as long as they continue to demonstrate and document growth and receive acceptable teacher evaluations. \*The $1500 master’s stipend is included in this $5000

# Campus Scholar

*Teachers who already have a master’s degree in an educational field, and complete the level one coursework, will be eligible for level 2 after meeting all other criteria.*

* maintains Level One certification for 2 years after completion
* completes a master’s degree in Curriculum and Instruction **or** equivalent
* documents implementation and professional growth both during the 2 years of coursework and each year thereafter as documented on the ETIP rubric
* maintains Developing or above rating on all indicators of T-TESS
* adds value to the campus each year

Upon completing Level Two requirements, teachers will receive an additional $2000 each year, as long as they continue to meet the above requirements.

# District Scholar

* Maintains level 2 certification for 2 years after completion
* Completes a doctoral degree in Curriculum and Instruction (content area) ***or***

earns National Board Teacher Certification <http://www.nbpts.org/> ***or*** equivalent

* documents implementation and professional growth as documented on the ETIP rubric each year
* maintain Developing or above rating, on all indicators of T-TESS
* Adds value to the campus each year
* Adds value to the district each year

Upon completing Level Three requirements, teachers will receive an additional $5000 each year, as long as they continue to meet the above requirements.

# Adding Value at the Campus Level

*This level focuses on building teacher capacity. The examples below are not all inclusive.*

* Mentor 2 or more new teachers
* Assists in planning, presenting, and implementation of professional learning on an on-going basis
* Serve as a sponsor for an academic club or organization
* Provide on-going parent education
* Takes a leadership role in community outreach (for your specific campus community)
* Lead an instructional PLC
* Teach ETIP courses
* Modeling for teachers/observed by teachers
* Other ideas that build teacher capacity and are approved.

# Adding Value at the District Level

*This level focuses on adding capacity to the district and beyond. The examples below are not all inclusive.*

* Serve on a district committee
* Present/Facilitate on-going professional learning at the district level
* Present at a conference
* Hold an office in a professional education association
* Mentor or coach teachers at other campuses
* Write curriculum
* Facilitate/adjudicate academic competitions
* Mentor teachers and provide feedback at other campuses
* Teach ETIP courses
* Other ideas that add capacity at the district level and beyond and are approved.

# Timeline for ETIP

**2016-2017 School Year**

50 classroom teachers, who apply and are selected by meeting a rigorous criteria, will participate in the ETIP coursework at an advanced pace. These teachers will be the presenters/facilitators for the classes beginning year 2017, the first year of implementation of ETIP.

# 2017-2018 School Year

Three hundred teachers will register to begin the ETIP.

ETIP Cadre One will be the presenters/facilitators for this group.

Another 50 classroom teachers, who apply and are selected by meeting a rigorous criteria, will participate in the ETIP coursework at an advanced pace. These teachers will be the presenters/facilitators for the classes beginning year 2018, the second year of implementation of ETIP.

# 2018 -2019 School Year

Another 200 teachers will register to begin the ETIP.

ETIP Cadre One will be the presenters/facilitators for these teachers.

The 300 teachers who began the 2017-2018 school year will complete the second year of coursework. The second ETIP Cadre will be the presenters/facilitators for these courses.

*FAQs will be posted on the professional learning website. Additional questions may be submitted, and answers will be posted as they are received.*

<http://www.mesquiteisd.org/departments/professional_learning>