

**NYC Department of Education  
2008-09 Contracts for Excellence Proposed Citywide Plan  
Description of District-Wide Initiatives**

**School-Wide Performance Bonus Program**

C4E Program Area: Teacher and Principal Quality Initiatives

C4E Program Strategy: Programs to Recruit & Retain Highly Qualified Teachers (HQT)

Proposed Allocation Total: \$20,000,000

Program Description

The School-wide Performance Bonus Program (SWPBP) is a voluntary initiative that provides incentives and rewards to teachers in high-need schools that successfully increase student achievement. The program came about by joint agreement between the DOE and the UFT and is intended to create a climate of collaboration and to help in attracting and retaining the most qualified educators.

A list of 400+ high-need schools was generated and from those a random list of about half was selected to participate this year. For a school to participate, at least 55% of the UFT-represented staff in the school must vote to do so, and the principal must give his/her consent. Approximately 200 schools opted to participate in the program in 2007-08, with that number expected to increase to roughly 250 schools in 2008-09.

Each school that opts into the program must select a four-member “compensation committee” comprised of the school principal, a designee of the principal, and two staff members represented by the UFT who are elected by UFT members at each participating school. The compensation committee decides, by consensus, how to distribute the funds among teachers and other UFT-represented employees at the school. Schools meeting progress report targets receive a bonus pool equivalent to \$3,000 per full-time UFT member at the school. Schools meeting at least 75% of the progress report target will receive a bonus pool equal to \$1,500 per full-time UFT member. The compensation committee may decide to distribute the funds evenly to all UFT members, or it can differentiate bonuses by job title or based on individual contributions.

The New York City Department of Education is requesting to use \$20 million in FY09 Contracts for Excellence dollars to fund Year Two of this pilot initiative. (Year One was funded using private funds which are no longer available.)

C4E Allocation Methodology

Performance Pay allocations on a per-school basis for 2008-09 have yet to be determined pending progress report outcomes. Based on student need characteristics for the schools participating in the program in 2007-08, as well as for the entire eligible cohort of schools, we anticipate funds to be distributed as follows:

Schools in the Top 50% of Need (Quartiles 3 and 4): \$18,000,000 (90% of total)

Schools in the Bottom 50% of Need (Quartiles 1 and 2): \$2,000,000 (10% of total)

Analysis of Participating and Eligible Schools by C4E Need Quartile

C4E Need Quartile	2007-08 Cohort	%	Eligible Pool	%
1	3	2%	3	1%
2	18	9%	31	7%
3	54	26%	123	28%
4	125	61%	273	62%
n/a	5	2%	9	2%
Total	205		439	

