

Four Phase Training Incentive Program

Rational

The training incentive program will be designed to accomplish two main tasks. First the program will improve attendance to weekly training, thus improving the overall technology use and skill of the John Tyler Faculty. By installing an incentive program, we will increase voluntary attendance which will engender not only better attendance, but also more motivated attendees. Since the teachers will be attending out of their own volition, they will be more motivated participants and will thus more apt to utilize the skills covered in the training.

Second our current plan calls for the purchase and distribution of much more technology. A major obstacle in any plan of this nature is how to distribute the purchased equipment. Who gets the equipment and what rationale is used to make these determinations. The Incentive plan solves this problem. Not only do we give the equipment to those who attend the training, we all but assure ourselves that the equipment will be used.

The following sections will discuss the proposed institution of the incentive program. It is proposed that we begin by planning a four phase approach. Following this, we will be able evaluate the effectiveness and make necessary adjustments.

Phase I (March – June 2005)

Phase I is intended to be an introductory phase where teachers are presented with the idea of an incentive program. I propose that two incentives be offered.

First we purchase three Classroom Performance Systems (CPS). These CPS will be given to the teachers with the highest number of attended sessions. Of course every incentive is provided with the understanding that the equipment remains the property of John Tyler High School and is to be returned should the teacher leave the campus. In the case of a tie, a raffle will decide the tie breaker.

Second we purchase sufficient number of 128-256 Mb Flash Drives to provide to all those teachers who attend a certain minimum number of training classes (to be determined later).

Cost			
Description	Unit Cost	Quantity	Total
Curriculum Development	\$0	1	\$0
Trainer Salary	\$0	1	\$0
Teacher Salary	\$0	1	\$0
CPS	\$2,000	3	\$6000
Flash Drive	\$50	50	\$2500
Total			\$8500

Phase II (July 2005)

Phase two will be the most ambitious undertaking, but will provide the most immediate and greatest impact on teaching. Twenty Eight teachers will be chosen. Six teacher will come from each of the four core areas (Math, Science, Language Arts, and Social Studies), and four teachers will be chosen on an at large basis.

The teachers will be divided into two groups. Group one will consist of Math, Science and two at large positions. Group two will consist of Language Arts, Social Studies and two at large positions. Each group will attend 60 hours of intensive training to be completed over the course of two weeks. The teachers will receive a nominal stipend for their time, and will be given a laptop computer and CPS to use as long as they are a teacher at John Tyler.

The training will be entitled *Data Driven Decisions in the Classroom*. In this training, each teacher will take a critical look at their own teaching. This will be accomplished through analyzing the previous year's student data. This analysis will be developed into electronic form using Microsoft Word, Excel and PowerPoint. The teachers will then be given instruction on how to make instructional decisions in the classroom based on data generated from the Scan and Score program and the CPS program.

Each class will be team taught by Eli Crow and Brian Weaver. Extensive curriculum development will have to be undertaken as each skill the teacher will take back to the classroom will need to be modeled by the instructors. This means planning will have to occur along with question development for each of the systems mentioned above. Following is a cost analysis:

Description	Unit Cost	Hours	Quantity	Total
Curriculum Development	\$35/hr	60	2	\$4,200
Trainer Salary	\$35/hr	120	2	\$8,400
Teacher Salary	\$7/hr	60	28	\$11,760
CPS	\$2,500		28	\$70,000
Laptop Computer	\$1,500		28	\$42,000
Total				\$136,360

Phase III (September - December 2005)

Cost			
Description	Unit Cost	Quantity	Total
Curriculum Development	\$0	1	\$0
Trainer Salary	\$0	1	\$0
Teacher Salary	\$0	1	\$0
CPS	\$2000	20	\$60,000
Dell Axim	\$300	50	\$15,000
Total			\$75,000

Phase IV (January - June 2005)

Cost			
Description	Unit Cost	Quantity	Total
Curriculum Development	\$0	1	\$0
Trainer Salary	\$0	1	\$0
Teacher Salary	\$0	1	\$0
Student Workstations	\$6,000	20	\$120,000
Dell Axim	\$300	50	\$15,000
Total			\$135,000