



The Effective Teacher Pipeline

For the Apollo 20 Schools

The Effective Teacher Pipeline (ETP) is supported with a grant awarded by The Bill & Melinda Gates Foundation to help address the need for a highly effective teacher in every classroom of the [Apollo 20](#) schools. Of the approximate 13,000 teachers in HISD, 140 were identified as “highly effective” using a variety of measures, including available value-added gain scores from 2007-2008 and 2009-2010, other student performance data such as TAKS scale scores, and teacher evaluations. A second level of screening was conducted through a school-based interview with either a principal or school improvement officer.

Teachers who agree to transfer to one of the Apollo 20 schools through the ETP initiative are expected to sustain their commitment to their new campus for at least two years. The ETP program will provide for a series of professional development and networking opportunities over the course of the school years. The teachers receive an annual stipend of \$10,000 for two years.