

# Teacher Excellence Fund Fundraising and Distribution Cycle

The goal of the Teacher Excellence Fund is to recognize and retain our most valued teachers.

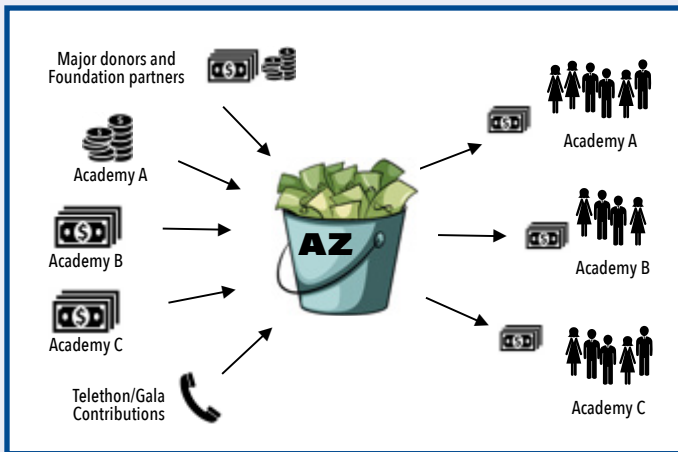
**CAMPAIGN BEGINS  
AGAIN THE NEXT YEAR!**



# FREQUENTLY ASKED QUESTIONS

## Where does my donation go?

Once you give, your donation is designated to the Teacher Excellence Fund and combined throughout the year with other gifts from both individual and foundation partners. In addition, all net proceeds from annual Great Hearts special events, such as the Gala and the Telethon, are pooled together to increase the awards our teachers ultimately receive.



## How much of the 'bucket' does my academy receive?

Funds are distributed to the academies on a per-teacher basis. Lead teachers and ESS (Exceptional Student Services) coordinators are each weighted at 1.0. Assistant & Apprentice teachers, Aides, ESS Assistants, Interventionalists, and Tutors are each weighted at 0.25 points. The more teachers you have, the more funds your headmaster will receive to distribute.

**Example:** Let's say we have only two academies in our network, and the Teacher Excellence Fund raises \$100,000.

ACADEMY A	ACADEMY B
47 Lead Teachers (weighted at 1.00) 22 Assistant Teachers (weighted at 0.25)	20 Lead Teachers (weighted at 1.00) 8 Assistant Teachers (weighted at 0.25)
<b>Average Award to Teachers \$1,021</b>	<b>Average Award to Teachers \$1,054</b>
Academy A receives \$70,469	Academy B receives \$29,530

## Does my Teacher Excellence Fund donation stay at my school?

The Teacher Excellence Fund is a campaign that benefits teachers at all 21 academies in the Great Hearts Arizona network. We believe that every teacher in our network is deserving of recognition regardless of the socio-economic community they serve. The purpose of the Teacher Excellence Fund is to recognize and reward all qualifying teachers equitably. Teachers at your academy will always benefit from your gift because **your gift directly increases the total pool of funds distributed.**

## How does my Headmaster decide who receives bonus compensation and how much?

Headmasters are asked to make award selections with specific guiding principles. The awards are merit-based and aligned with the purpose to recognize and retain teachers who show excellence in the classroom and overall commitment to our core purpose in serving students.

## How is my Teacher Excellence Fund donation different from my Community Investment donation?

Your Community Investment donation supports the operating budget at your academy. Community Investment supports teachers through purchasing classroom materials, supporting their retirement funds, providing a clean, safe classroom setting, and by making it possible to hire assistant, apprentice, and aide teachers. Gifts to the Teacher Excellence Fund provide bonus compensation to teachers via payroll. Community Investment is the lifeblood of our school and is what keeps our doors open. Teacher Excellence Fund is a way to go above and beyond your Community Investment giving to support our teachers.

