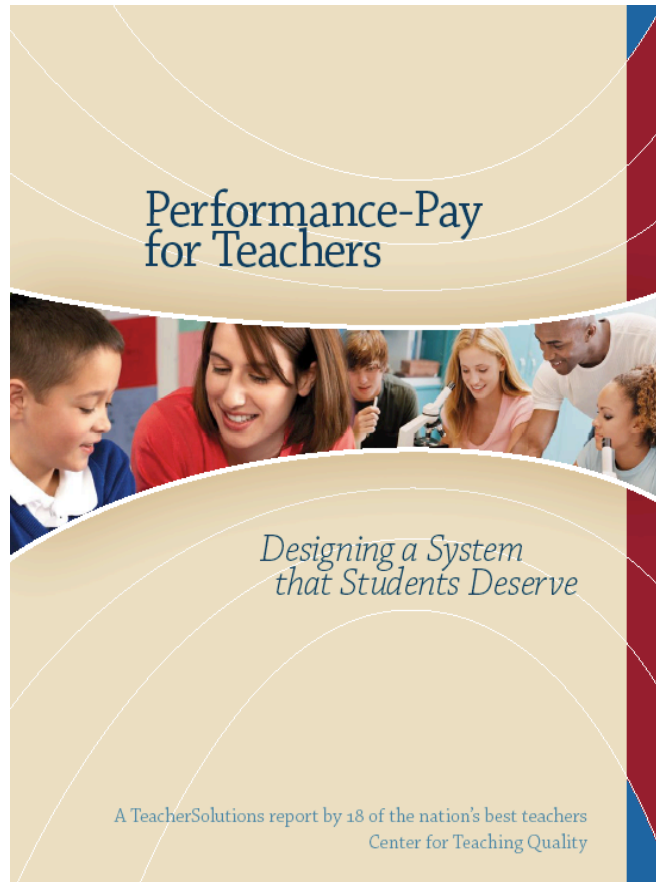


TS TEACHER SOLUTIONS



- *A policy report from 18 of the nation's best teachers*
- *Teachers owning and advancing the “performance-pay” agenda*

Teacher Leaders Network

The support of the Teacher Leaders Network sponsors allows for the creation of a unique virtual community – where highly accomplished teachers cultivate their leadership, spread their expertise, and elevate their voices.

The Center for Teaching Quality is indebted to the organizations below for their continued commitment to this valuable resource.



TheJoyceFoundation



Ewing Marion
KAUFFMAN
Foundation



where *teachers* are central to improving schools

www.teachingquality.org

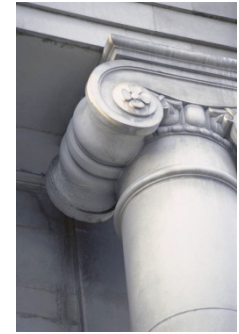
Who is on the TeacherSolutions I Team?

- ✓ National Board Certified Teachers
- ✓ Milken Winners
- ✓ One of the highest “value-added” teachers in Tennessee
- ✓ National Teacher of the Year
- ✓ State Teachers of the Year
- ✓ ASCD Young Educator of the Year winner
- ✓ Presidential Math and Science Award Winners
- ✓ Carnegie Scholar
- ✓ Horace Mann Teaching Excellence Award Winner
- ✓ NEA Foundation for Improving Education Teaching Excellence Award Winner

How We Deliberated and Developed Our Report

- ✓ Virtual “webinars” and captured listserv conversations
- ✓ Review of divergent research studies
- ✓ Analysis of local performance-pay practices
- ✓ Debate on the issues with researchers, policy analysts, community activists, teacher union leaders, and practitioners

The Four Pillars



1. Help students learn more
2. Develop and use *relevant* new knowledge and skills
3. Meet special needs in the local labor market
4. Provide school and community leadership for student success

Focus Rewards on Student Learning

- ✓ Reward individual teachers who demonstrate student progress through credible classroom data
- ✓ Focus on small team rewards, not just individuals and whole schools
- ✓ Pay teachers more when they use data to spread teaching practices that yield positive results

Can Use Standardized Testing Data, BUT...

- ✓ Current tests alone cannot accurately measure teacher effectiveness
- ✓ Current tests do not assess 21st century skills
- ✓ Only about 1/3 teachers teach subjects and grade levels regularly assessed via standardized measures

Relevant Knowledge and Skills

- ✓ Tailored to meet the needs of specific school contexts and students
- ✓ Demonstrated mastery of a range of instructional and assessment strategies
- ✓ Fluent use of technology tools
- ✓ Data interpretation

Special Market Needs

- ✓ Make compensation responsive to local hiring needs and educational goals
- ✓ Reduce turnover by rewarding teachers with demonstrated aptitude and desire to teach in challenging schools
- ✓ Consider incentives beyond raising salaries

Expand Teacher Leadership Roles

- ✓ Serve as mentors, instructional coaches, teacher educators, curriculum creators
- ✓ Spread innovative teaching and learning ideas, providing on-target professional development for colleagues
- ✓ Create much needed school-community programs that serve parents & families
- ✓ Provide policy leadership and feedback

Avoid Past Mistakes

- ✓ Placing an artificial cap on numbers or subjects of eligible teachers
- ✓ Paying teachers more to teach in high needs schools when they do not have the right skills and commitment to do so

Avoid Past Mistakes

- ✓ Continuing to pay teachers for accruing irrelevant graduate hours, coursework and degrees
- ✓ Not creating new roles and responsibilities for high-performing teachers, to take maximum advantage of their skills and knowledge

Avoid Past Mistakes

- ✓ Assuming a one-size-fits-all performance-pay system will work everywhere; Context matters!
- ✓ Overhauling teacher compensation without the expert assistance of those who know best -- teachers

For more information:

TS TEACHER
SOLUTIONS



www.teacherleaders.org/teachersolutions/press.htm

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