

Teacher Compensation

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Session Objectives

- Gain useful information to inform your equity work.
- Gain specific ideas to include in your equitable access plan.
- Learn how other states are approaching this issue.
- Learn about GTL Center tools and resources.

Overview of Survey Research

- For teacher retention, salaries matter.

- In a survey of **former teachers**, poor salaries was at the top of cited reasons for dissatisfaction for teachers who moved to other schools (49 percent) and for teachers who left the profession (61 percent).
 - But other factors may matter more.

- For teacher recruitment, salaries matter.

- McKinsey & Company asked 1,600 “top-third” **college students** how teaching compared to their alternate career and found large gaps in these areas:
 - If they did well, would they be paid appropriately?
 - Could they support a family on their salary?
 - Does the career pay appropriately for the skills and effort they would bring?
 - Are starting salaries competitive?
 - Would salaries increase appropriately over time?

Sources: Auguste, Kihn, and Miller (2010); Ingersoll (2003)

Overview of Econometric Research

- For teacher retention, salaries matter.
 - A meta-analysis concludes that salaries are an important factor influencing the retention of beginning teachers and, even more so, experienced teachers.
 - But rather large salary increases may be required to effect significant improvements.

Source: Borman and Dowling (2008)

- Little research explores whether salaries effect teacher recruitment.

Overview of Econometric Research

- For teacher effectiveness, it is unclear whether salaries matter.
 - One study showed little evidence of a strong positive effect of teacher compensation on student achievement
 - Another study showed a positive effect with a \$25,000 bonus and \$27,000 base salary increase.
- But among effective (“irreplaceable”) teachers:
 - Only 6 percent cited compensation as why they stay, although 29 percent said higher pay would make them feel more appreciated.
 - 10 percent mentioned low pay as a drawback.
 - The highest ranked drawbacks were insufficient classroom resources and bureaucracy/paperwork.

Sources: Dee and Wyckoff (2013); Hanushek and Rivkin (2004); TNTP (2013)

Innovations in the Field

- Teacher Incentive Fund
 - Dozens of innovations with performance-based teacher pay between 2007 and the present
 - Mixed evaluation results
- Compensation Models
 - Public Impact estimates that its models can increase excellent teachers' compensation by up to 130 percent within existing budgets.

Innovations in the Field

- The Equity Project Charter School in New York City
 - A recent Mathematica Policy Research study found a positive impact on student achievement for this charter school, which pays teachers \$125,000 with an annual bonus available of \$25,000.
- Teacher Salary Project
 - This nonprofit is dedicated to raising awareness about teachers' salaries and recruiting the next generation of excellent educators by paying salaries commensurate with their other career options.
 - Website: <http://www.theteachersalaryproject.org/>

Teacher Compensation Initiatives in Delaware

Christopher Ruszkowski



Questions?

Small-Group Discussions

- Break up into small groups to discuss your state's challenges and successes with one of these topics:
 - Teacher pay in rural settings
 - Taking successful district compensation strategies to scale statewide
 - Collaborating with stakeholders to elevate teacher salaries
 - Other topic(s)

Small-Group Discussions

- In your state, what are the key teacher-pay challenges that hinder equitable access to excellent educators?
- What are the similarities and differences in these challenges across your states?
- What have you tried (successfully and unsuccessfully) to overcome these challenges?
- What strategies are you likely to include in your current equitable access work?

Incorporating Pay in Your Plan

- Review the excerpt from State A's equitable access plan and the reviewers' comments.
- Consider the following questions:
 - Would a similar approach be appropriate in your state?
 - What questions, concerns, or new ideas does this plan raise for you?
 - What type of support would you need to successfully improve teacher compensation as part of your equity work?

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Advancing state efforts to grow, respect, and retain great teachers and leaders for all students