

# Teacher Compensation

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# Session Objectives

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- 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

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- 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

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- 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

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- 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); TNTTP (2013)

# Innovations in the Field

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## ■ 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

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- **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

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Christopher Ruszkowski





# Questions?

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# Small-Group Discussions

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- 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

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- 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

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- 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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