

Expert help from friendly people

Teacher Pay - Envision A Better Way

Cindy Clegg and Zachary Hobbs

**TASB/TASA Convention 2015
TASB HR Services**



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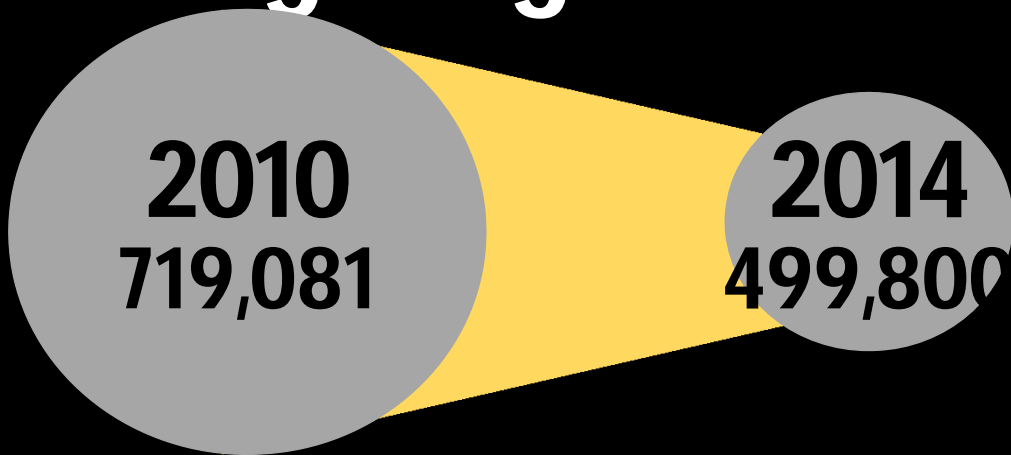
Our teacher supply is at risk



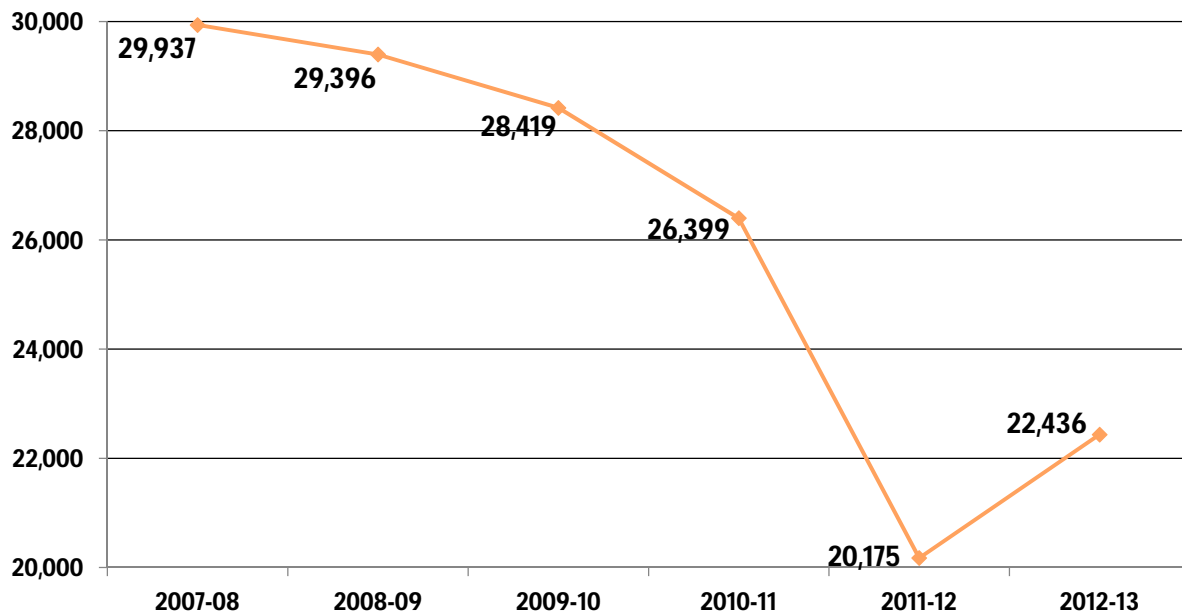
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Production of new teachers is declining

Students in Teacher Training Programs

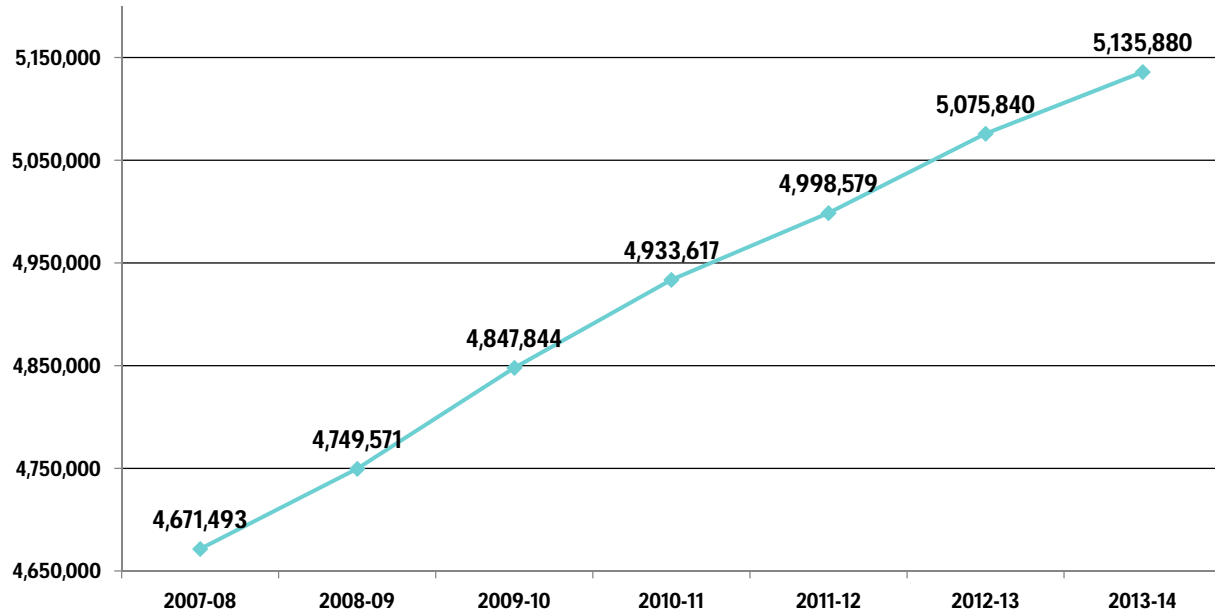


Texas Initial Certificates, 2007-08—2012-13



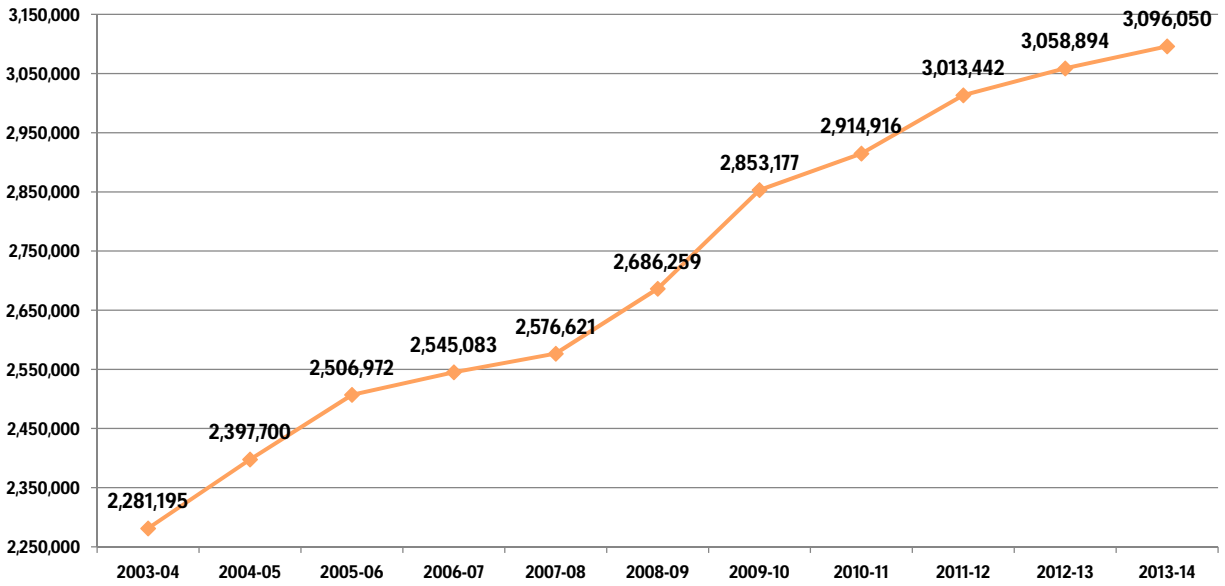
While student enrollment increases

Texas Student Enrollment, 2007-08—2013-14

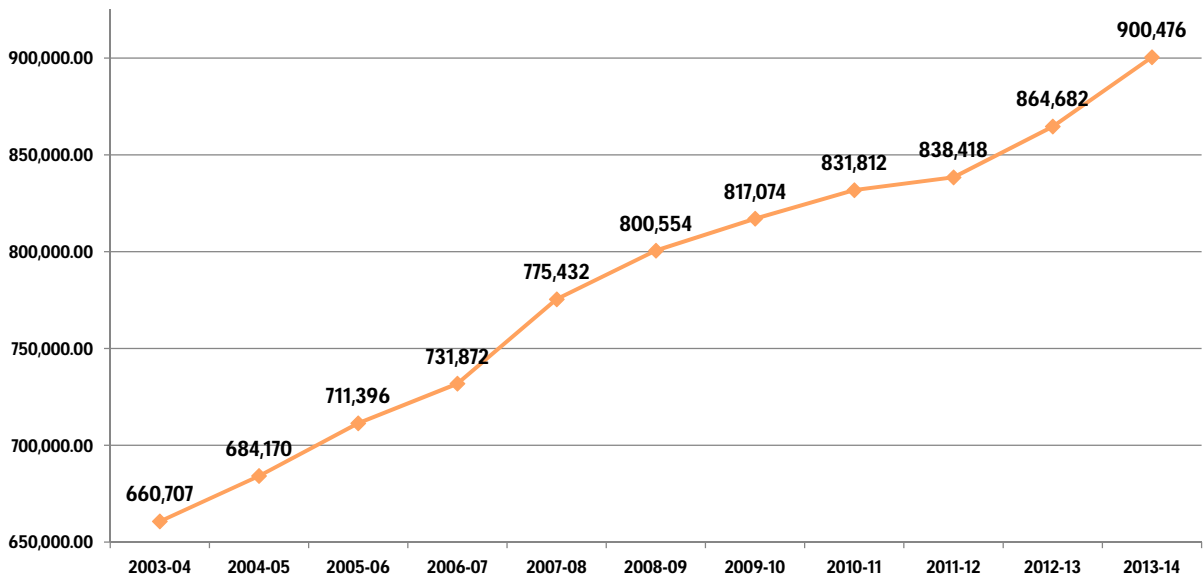


**And students
become more
challenging**

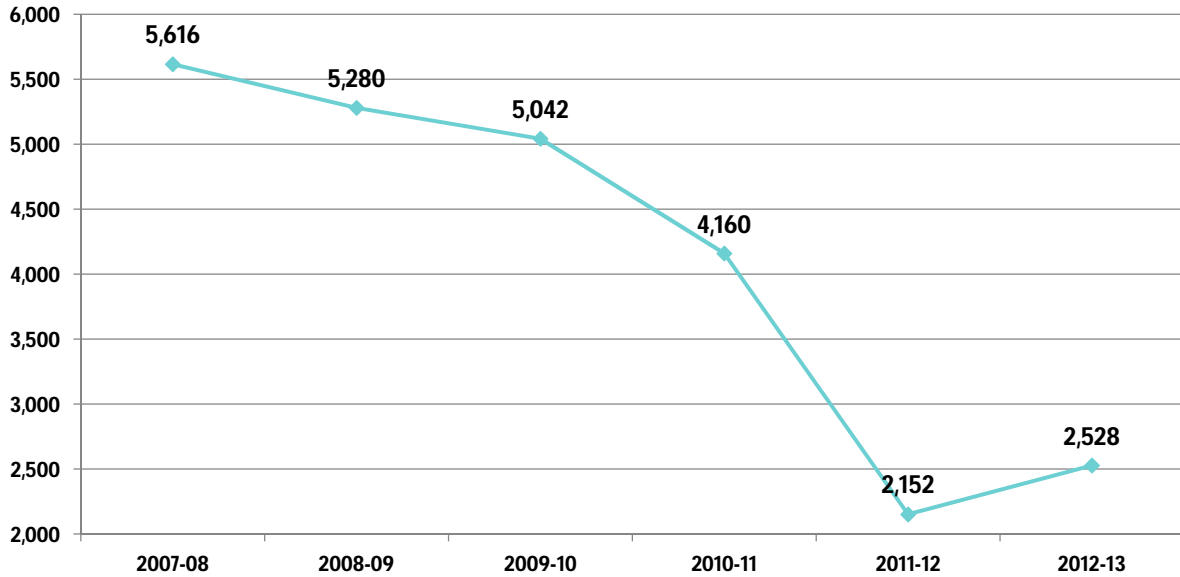
Economically Disadvantaged Students, 2003-04—2013-14



English Language Learners, 2003-04—2013-14



Texas Bilingual Certificates, 2007-08—2012-13



Critical shortage fields are growing

Bilingual

CTE

Computer
Science

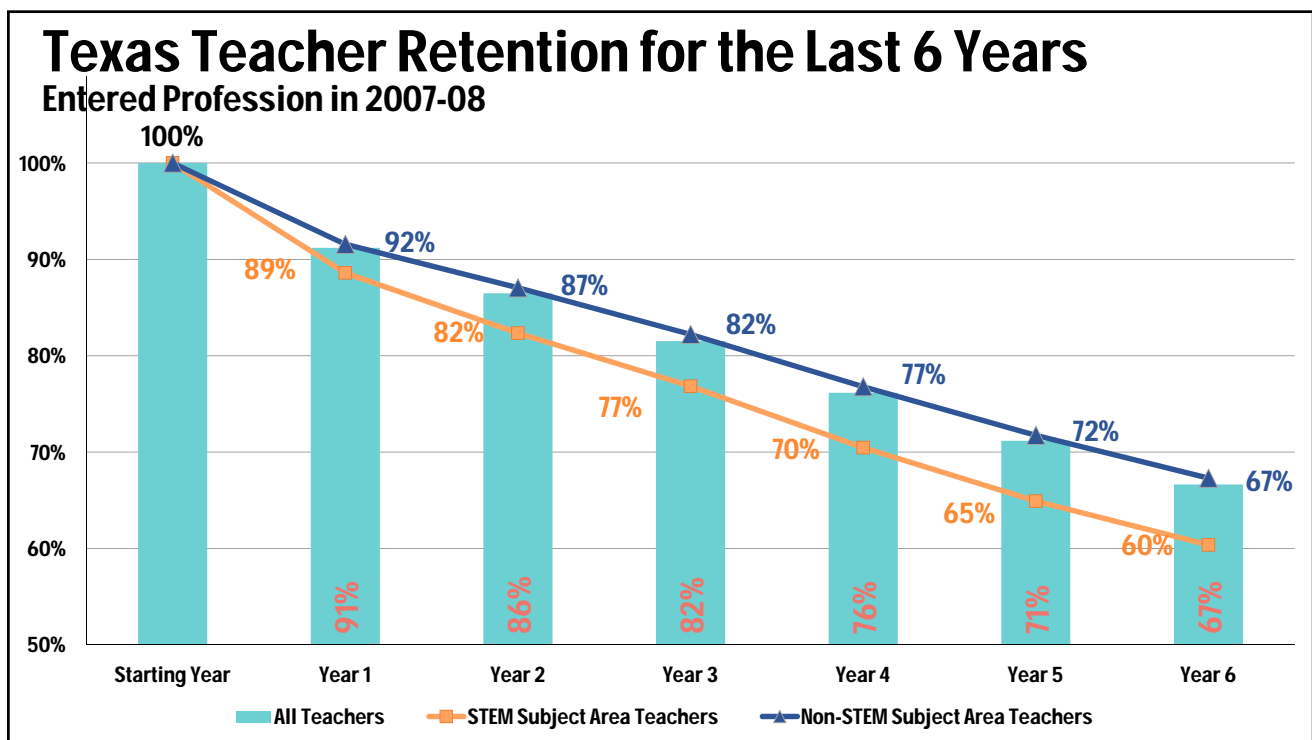
ESL

Math

Science

Special
Education

We need more teachers to stay

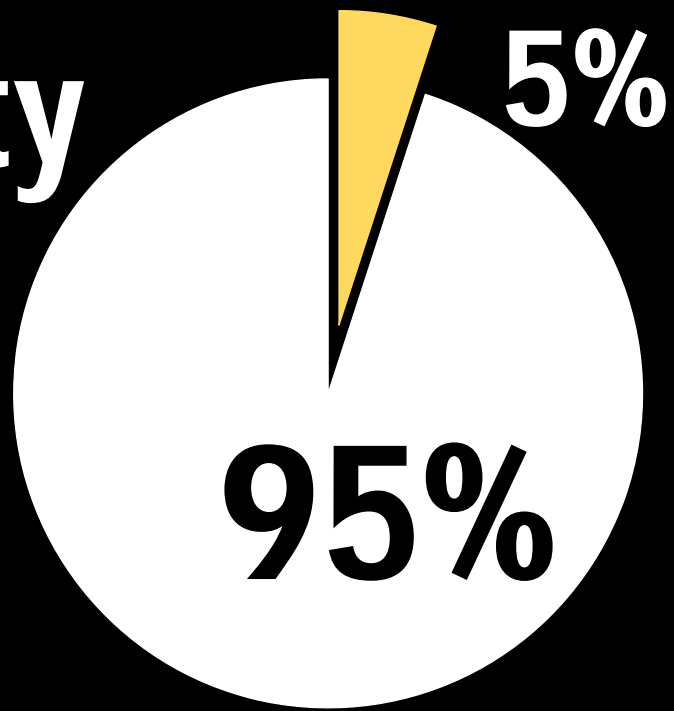


Why Teachers Leave

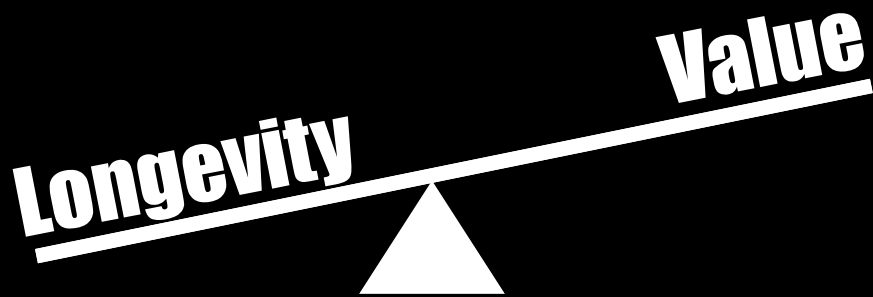
**We need to find a
better way**

What does your teacher pay system value most?

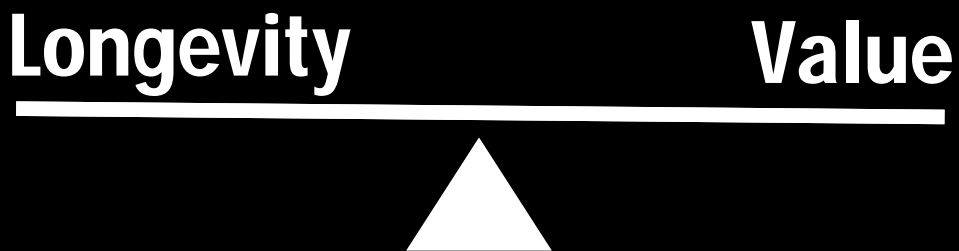
Longevity



Unbalanced System



Pay more for what matters most



Typical Teacher Salary Schedule

<u>Years</u>	<u>Bachelor's</u>	<u>Master's</u>
0	\$48,300	\$49,300
1	\$48,600	\$49,600
2	\$48,956	\$49,986
3	\$49,200	\$50,229
4	\$50,033	\$51,071
5	\$51,245	\$52,337
6	\$51,494	\$52,551
7	\$52,020	\$53,110
8	\$52,366	\$53,548
9	\$52,921	\$54,109
10	\$53,479	\$54,704
11	\$53,826	\$55,038
12	\$54,165	\$55,373
13	\$54,504	\$55,713
14	\$54,841	\$56,516
15	\$55,187	\$56,650
16	\$55,653	\$56,886

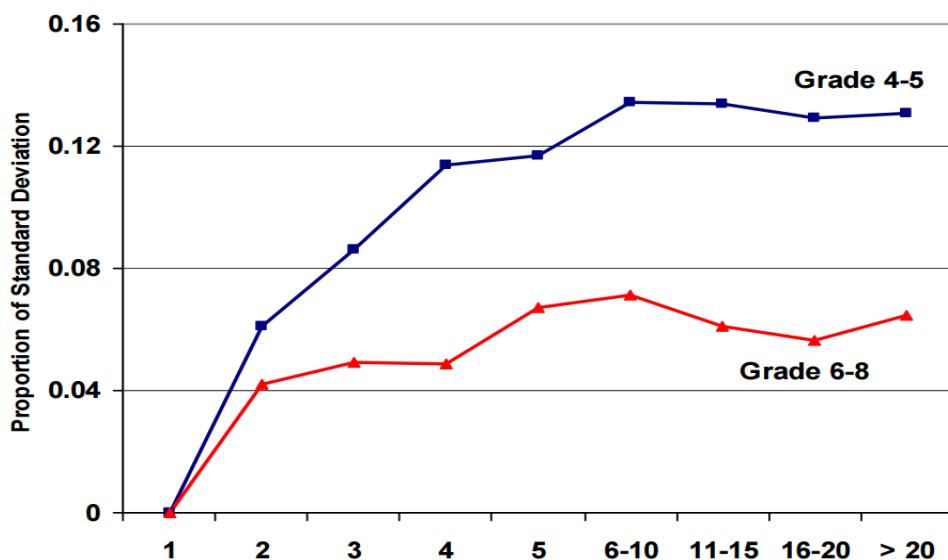
<u>Years</u>	<u>Bachelor's</u>	<u>Master's</u>
17	\$56,008	\$57,282
18	\$56,572	\$58,019
19	\$57,226	\$58,597
20	\$58,567	\$59,665
21	\$59,375	\$60,749
22	\$59,965	\$61,259
23	\$60,791	\$62,091
24	\$61,722	\$63,595
25	\$63,720	\$64,837
26	\$63,829	\$65,567
27	\$64,294	\$65,731
28	\$65,274	\$66,554
29	\$65,733	\$67,440
30	\$67,732	\$68,803
31	\$68,045	\$69,823
32+	\$75,054	\$76,836

Envision Better Ways to Pay

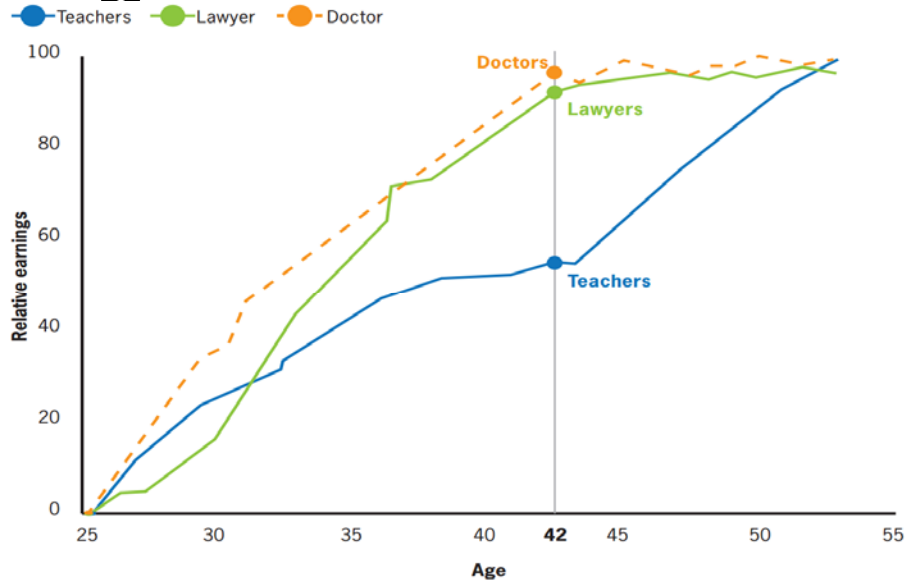
#1
Advance pay
sooner

Teachers develop in 5 years

Improvements in Math Achievement Attributable to Additional Teacher Experience

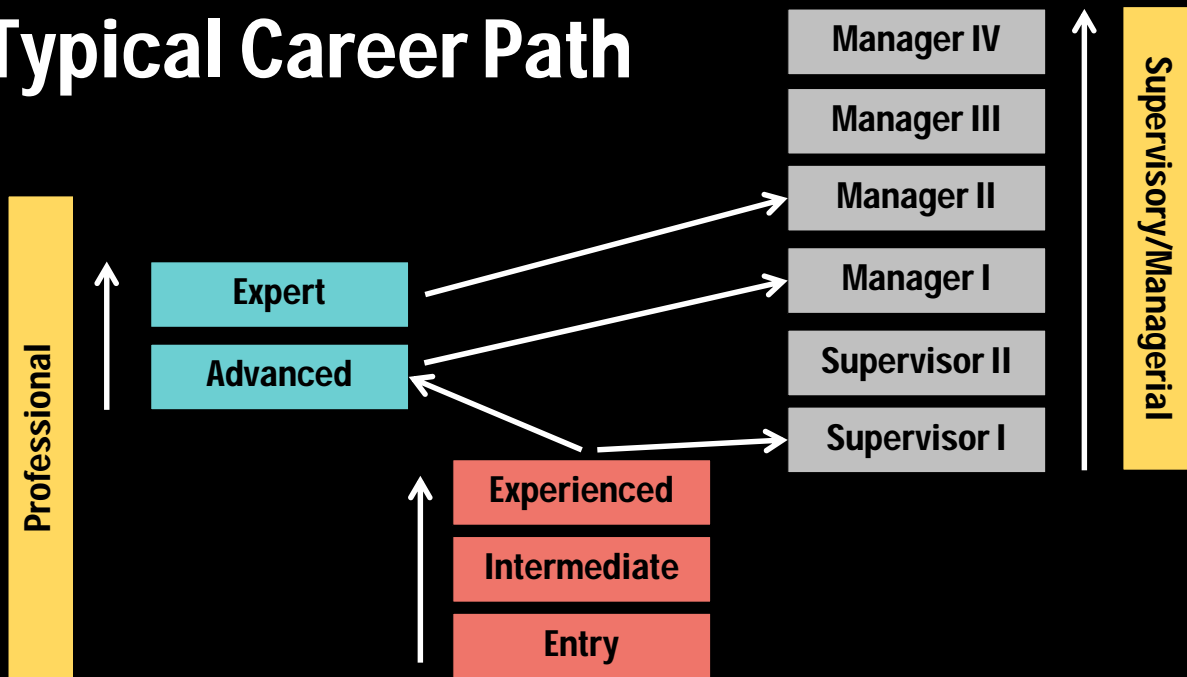


Earnings Growth Patterns



#2 Create Career Pathways

Typical Career Path

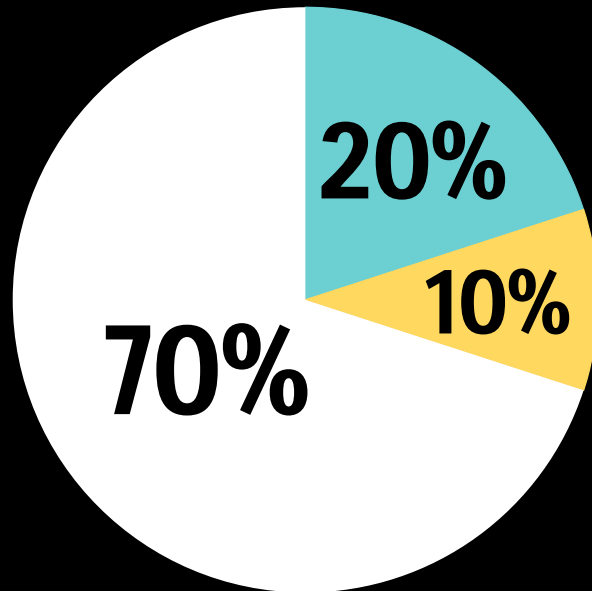


Teacher Career Pathway

Title	Description	Salary Range
Teacher Coach/Evaluator	Works with teachers to observe and evaluate	\$65,000 - \$75,000
Master Teacher	Highly effective; model teacher; additional leadership roles	\$60,000 - \$70,000
Consulting Teacher	Content expert; additional leadership roles	\$55,000 - \$60,000
Professional Teacher	Fully effective; competitive market pay range	\$50,000 - \$55,000
Developing Teacher	3 to 5 years	\$45,000 - \$50,000

T-TESS 2016-17

Student Growth – 2017-18
Goal-Setting & Professional
Development
Classroom Observation



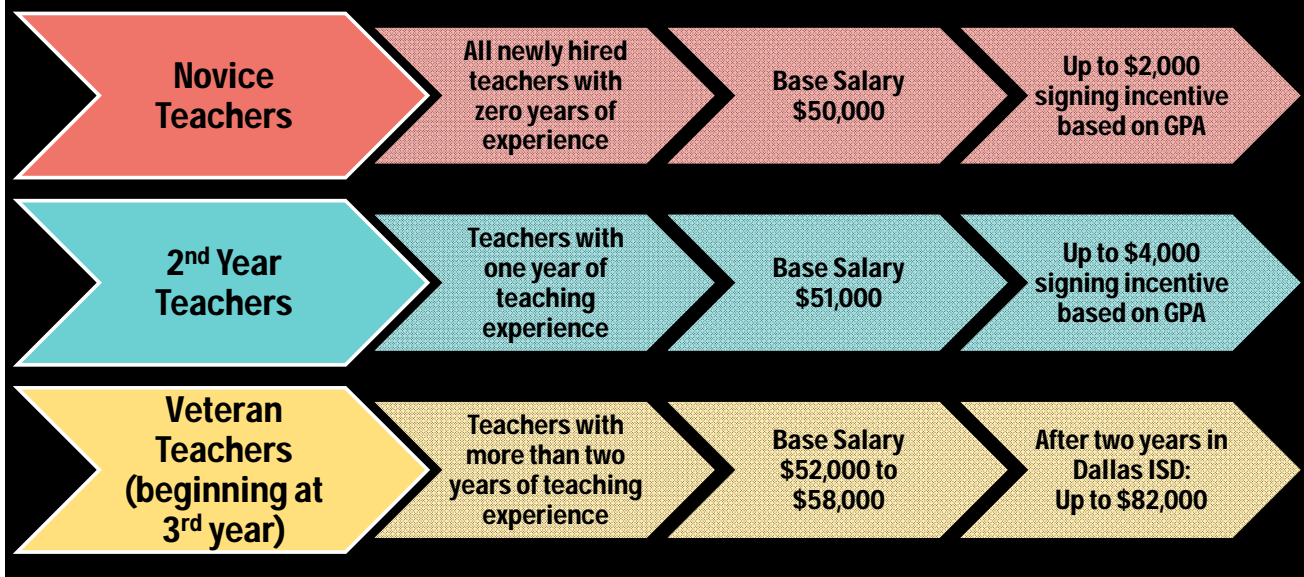
T-TESS Summative Matrix 2017-18

Student Growth

	Distinguished	Accomplished	Proficient	Developing	Improvement Needed	
Observation	Well above Expectations	Distinguished	Accomplished	Proficient	Proficient*	Developing*
	Above Expectations	Distinguished	Accomplished	Proficient	Developing	Developing*
	At Expectations	Distinguished	Accomplished	Proficient	Developing	Improvement Needed
	Below Expectations	Accomplished*	Accomplished	Proficient	Developing	Improvement Needed
	Well below Expectations	Accomplished*	Proficient*	Proficient	Developing	Improvement Needed

Dallas ISD Teacher Excellence Initiative

Dallas ISD – TEI New Hires



Dallas ISD—Fall 2015 Teacher Excellence Initiative

Principal Review

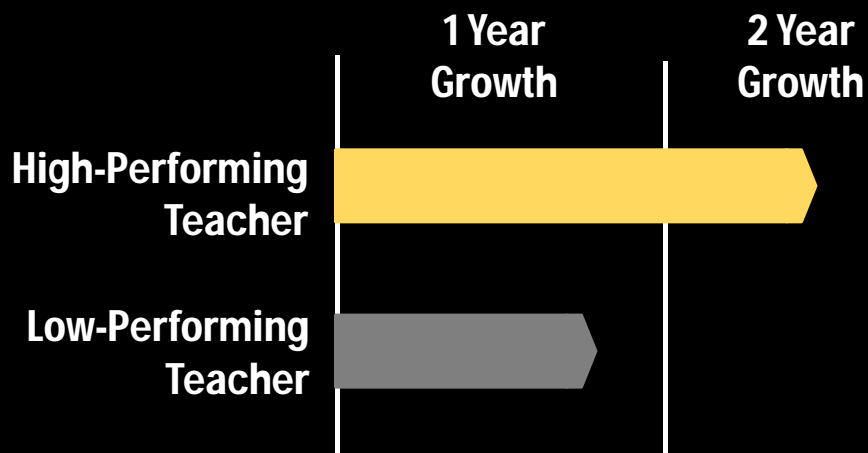
District Review (DTR)

Novice	Progressing		Proficient			Exemplary		Master
	I	II	I	II	III	I	II	
\$50K	\$51K	\$53K	\$56K	\$60K	\$65K	\$74K	\$82K	\$90K

CYS	2014-15 Salary Schedule	Potential Strategic Compensation	
	Salary	Effectiveness Level	Salary
0	\$47,382	Novice	\$50,000
1	\$47,382	Progressing I	\$51,000
2	\$47,382	Progressing II	\$53,000
3	\$47,382	Progressing II	\$53,000
4	\$47,645	Proficient I	\$56,000
5	\$48,381	Proficient I	\$56,000
6	\$49,274	Proficient I	\$56,000
7	\$49,274	Proficient I	\$56,000
8	\$50,167	Proficient II	\$60,000
9	\$51,060	Proficient II	\$60,000
10	\$51,953	Proficient II	\$60,000
11	\$52,846	Proficient II	\$60,000
12	\$53,739	Proficient II	\$60,000
13	\$54,632	Proficient III	\$65,000
14	\$54,632	Proficient III	\$65,000

Big Spring ISD

Great Teachers Matter



Opportunity Culture

**EXTENDING THE REACH
OF EXCELLENT TEACHING**

TO ALL STUDENTS, EVERY YEAR



“Opportunity Culture” Principles

- ✓ Reach more students with excellent teachers
- ✓ Pay teachers more for extending their reach
- ✓ Fund pay within regular budgets
- ✓ Provide time and structure for teams
- ✓ Match authority & accountability to roles

Big Spring ISD – Project REACH

Four schools to begin in 2015-16

Multi-classroom leaders (+\$10,000)

Reach associates (+\$3,000)

Career Roles in Opportunity Culture Models

- ✓ **Multi-classroom leaders**
- ✓ **Blended-learning teachers**
- ✓ **Expanded impact teacher**
- ✓ **Elementary specialized teacher**
- ✓ **Support teachers**
- ✓ **Associate teachers**

Charlotte, N.C.—Project L.I.F.T.

New Role	Additional Pay
Multi-classroom leader	\$16,000 to \$23,000
Blended-learning teacher	\$9,200
Expanded impact teacher	\$9,200
Elementary specialized teacher	\$4,600

Baltimore

Baltimore Career Pathway

Standard Pathway
Focus on instruction; professional development

Professional Pathway
Focus on classroom success; active in school-based roles

Model Pathway
Serve as model of excellence; play a leadership role; create professional development opportunities

Lead Pathway
Serve as lead academic teacher at a school; collaborating with the principal to improve academic performance

BALTIMORE CITY PUBLIC SCHOOLS

2014-15 BTU Career Pathway Salary Schedule

BASE TEACHER				
	Standard	Professional	Model	Lead
Interval	BTU.200	BTU.201	BTU.202	BTU.203
1	47,950	59,904	87,483	95,253
2	49,388	62,518	89,021	96,893
3	50,869	65,132	90,559	98,534
4	52,396	67,746	92,097	100,174
5	53,967	70,361	93,634	101,814
6		73,180		
7		76,101		
8		77,639		
9		78,669		
10		79,699		
11		80,729		
12		81,760		
13		82,790		
14		83,820		
15		84,851		

Lead Teacher

Instructional Strategy

•A Lead in this investment area may focus on researching promising strategies for aligning instruction with the Instructional Framework and the Common Core State Standards and implementing those strategies in collaboration with school leadership.

Coaching

•A Lead in this investment area may focus on providing targeted support to teachers with a shared support head.

Student Interventions

•A Lead in this investment area may focus on creating and managing grade-level and school-wide systems for identifying students in need of extra support – (academic and non-academic) – and applying/adapting strategies as needed.

Partnerships

•A Lead in this investment area may focus on defining the role that parents, community partners and private partners play in the school's plan and managing partnerships with these stakeholder groups.

Blended Learning

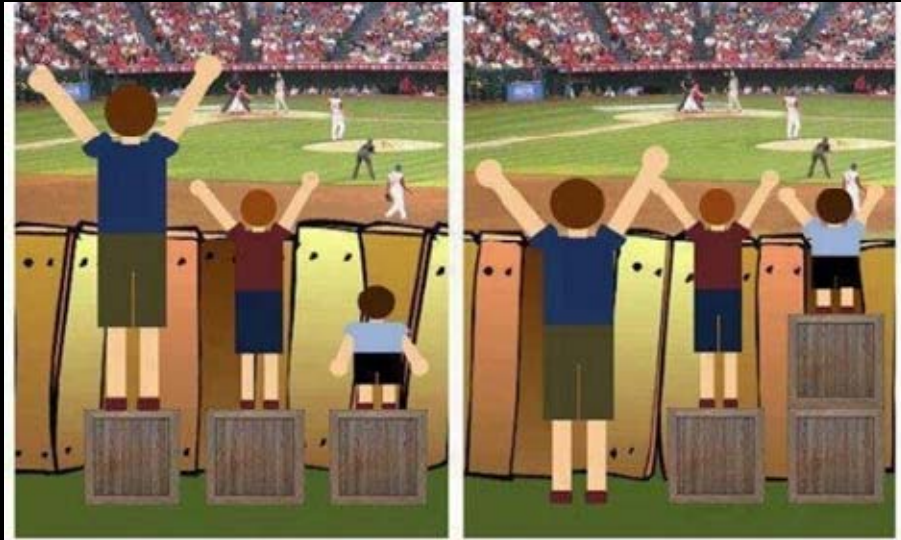
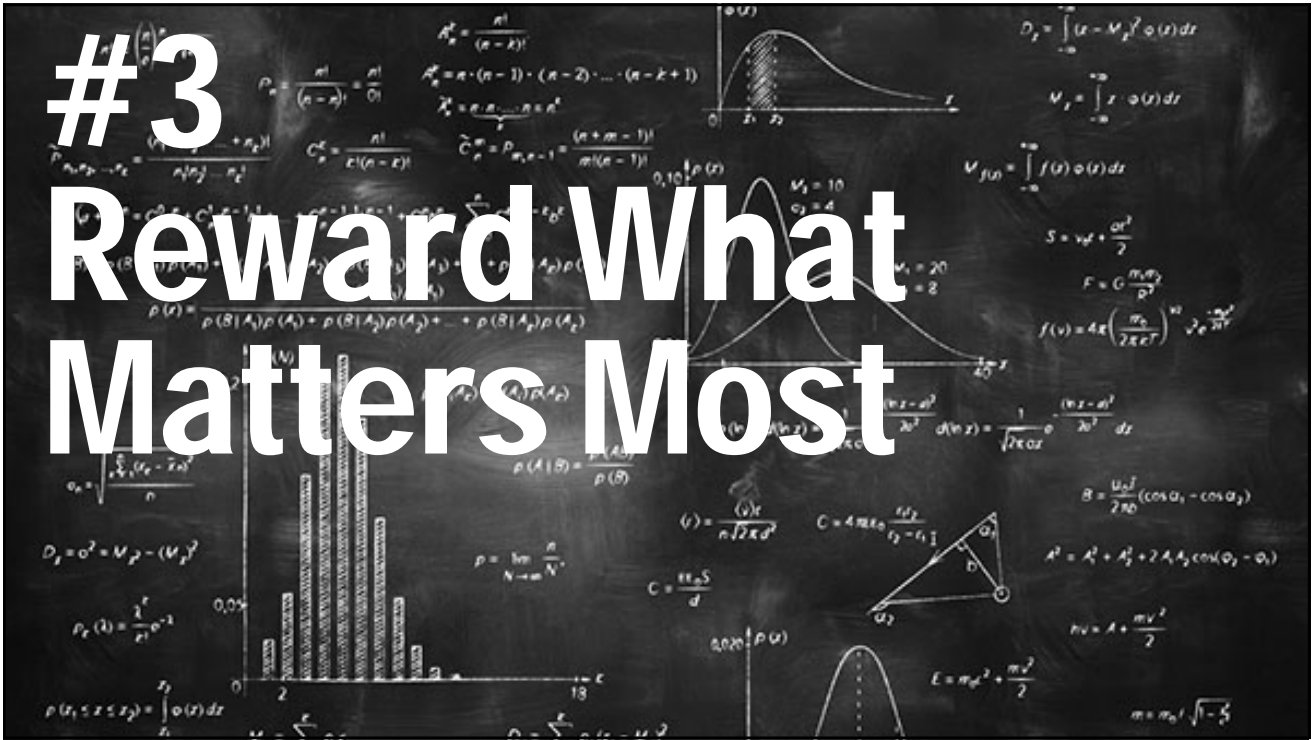
•A Lead in this investment area may focus on researching emerging practices in blended learning and implementing school-wide strategies to individualize learning through a combination of face-to-face and online instruction.

Texas Center for Educator Excellence

- Collaborative learning leaders
- Collaborative learning facilitators
- Weekly collaborative team time
- Robust evaluation model
- PSJA, Lytle, Anderson-Shiro, Coldspring-Oakhurst

#3

Reward What Matters Most



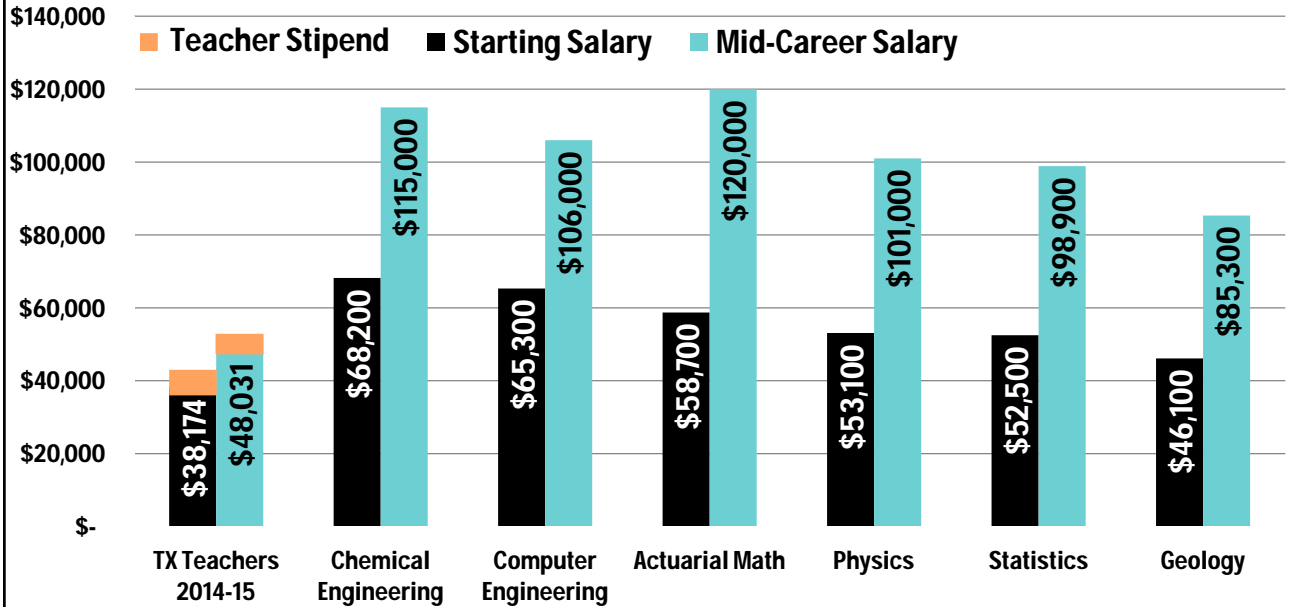
Equal vs. Fair

Knowledge

**We need more
qualified STEM
teachers**



STEM Career Salaries—2013-14



Accountability



Houston ISD ASPIRE



Effective Teaching Rewards

\$9,750 Core Teacher 3-11 tested subject

\$4,875 Core Teacher 3-12 non-tested subject

\$2,250 Elective/ancillary teacher



BEST

Bryan ISD Teacher Compensation Plan

Phase-In

Children First, Always... The Bryan Way

Phase 1: 2016-2017

TIER 1: Base Pay

- **Current Teachers:** Base pay increase (flat dollar amount or percentage) – budget dependent
- **New Teachers:** Hiring in schedule

TIER 2: Critical Assignment Supplement

- Roles:
 - Bilingual, Science, Math and Foreign Language
 - STAAR/EOC teachers

TIER 3: Campus-Level Performance

- Measure: Campus must meet State Standard – Additional Awards for # of Distinctions, Std Attendance Measure

Phase 2: 2017-2018

TIER 1: Base Pay

- Market study of teacher compensation
- Model/schedule depending upon state rules and status of evaluation and measure of growth

TIER 2: Critical Assignment

- Roles
- Buildings

TIER 3: Campus-Level Performance

- Measure: Campus must meet State Standard – Additional Awards for Distinctions, and Attendance
- Development of a system to offer, track, and reward high quality Professional Development opportunities linked to staff evaluation

Children First, Always... The Bryan Way

Want to learn more?

Districts Envisioning a Better Way

Houston ISD - ASPIRE

Lawrenceburg, IN

Aldine ISD - INVEST

Washington D.C. - IMPACTplus

Austin ISD - REACH

Putnam County, TN - PASS

Baltimore MD

YES Prep - Teacher Continuum

Bryan ISD - BEST

Dallas ISD - Teacher Excellence Initiative

Denver, CO - ProComp

Eagle County Schools, CO

Nashville, TN - IMPACT

Harrison School District Two, CO - E&R Plan

Jefferson County Public Schools, CO





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