



Legislative Education Study Committee

July 13, 2016

# Differentiated Compensation

What it is:

- A key tool in many districts to strategically attract and retain teachers
- A strategy for increasing teacher workforce performance by retaining of the most effective teachers
- An incentive to allow pairing of excellent teachers with high-risk student populations
- A method for improving individual teacher performance

# ProComp – Denver Public Schools

- System combines elements of:
  - Performance-based compensation
  - Market-based compensation, and
  - Compensation for professional development
- In 2008 all new teachers entered into ProComp; existing teachers had the option to stay in the old “step and lane” pay structure

## Doug Sample

*Ninth Grade Math Teacher  
(Hard to Staff Assignment at  
High Growth and Top Performing School)*

Education prior to DPS: Bachelor's Degree  
Experience prior to DPS: None  
Starting DPS Pay: \$38,765  
Length of DPS service: Two years



ProComp Component		Earnings
<b>Beginning of Third Year Base Pay</b>		<b>\$41,091.09</b>
Student Growth	Top Performing School	\$2,480.97
	High Growth School	\$2,480.97
	Exceeds Expectations	\$2,480.97
	SGOs	\$387.65
Market Incentives	Hard to Staff Assignment	\$ 2,480.97
	High Needs School	
Knowledge and Skills	PDU	\$775.30
	Tuition and student loan reimbursement	
	Advanced degree, license or certificate	
Comprehensive Professional Evaluation	Satisfactory evaluation for the previous year	\$387.65
Total ProComp Incentives		<b>\$11,474.49</b>
<b>End of Third Year Total Annual Compensation (Base Pay + Incentives)</b>		<b>\$52,565.58</b>

# ProComp – Denver Public Schools

**ProComp**

## Impact:

- Growth in mathematics and reading achievement increased substantially
- Teachers hired after the implementation of ProComp exhibited higher first-year achievement than those hired prior to the program (both in math and reading)
- Schools with greater rates of ProComp participation have experienced higher rates of retention
  - the sharpest increases occurred at hard-to-serve schools
- ProComp participants have a favorable view of the program and its impact on their school

# IMPACTplus – D.C. Public Schools

- IMPACTplus has been in effect since 2012, and focuses on attracting and retaining effective teachers in high-poverty schools
- Any teacher earning an IMPACT rating of Highly Effective is eligible for an annual bonus
- Annual bonuses are also available for teacher with Effective and Highly Effective ratings who take on school leadership roles at high-poverty schools
- Total possible bonuses are \$20,000 in high poverty schools and \$2,000 for low-poverty schools
- Teachers that consistently earn highly-effective ratings can annually earn up to \$126,540 associated with performance, education and demonstrated leadership

# IMPACTplus – D.C. Public Schools

## *The impact of IMPACTplus*

- An overall improvement of the effectiveness of the DCPS teacher workforce, through:
  - Improved performance of teachers nearing a bonus
  - Further improved performance of high-performing teachers
  - Increased voluntary attrition of low-performing teachers

# District Awards for Teacher Excellence (DATE) – Texas Education Authority

- Implemented between 2009 and 2011
- Provided grants at the district level for local districts to craft incentive pay programs, within specific guidelines:
  - 60% of the program funds must be used to directly reward classroom teachers based on student achievement
  - Annual incentive amounts must be equal to or greater than \$3,000
  - Teachers must meet criteria that was quantifiable, reliable, valid and objective
- Approximately 200 school districts were funded to conduct DATE in its three years of funding

# District Awards for Teacher Excellence (DATE) – Texas Education Authority

## *Impact of DATE*

- In the first two years of the DATE program, students in DATE schools had greater gains on summative assessments than non-DATE schools
- Student achievement increased for districts that chose to implement DATE at select, high-risk schools
- Turnover fell sharply among teachers who received DATE awards.
  - Turnover decreased as potential awards grew
  - Turnover increased among teacher who did not receive DATE awards
- Teacher perceptions of DATE was that it was fair and the goals targeted by the plans were worthy



# NM Pay for Performance Pilot

- The purpose of the New Mexico PPP is to establish incentive pay pilot programs to reward New Mexico's best teachers and principals throughout the state.
- Pay for performance systems have shown to have an impact on reducing turnover amongst high-performing teachers, maintaining performance amongst those teachers and elevating student achievement.
- The Pilot was designed to leverage local expertise and local partnerships to create innovative systems to reward teachers and principals for their effectiveness.

# NM Pay for Performance Pilot

To qualify for an award, an application must:

- Allow all teachers the ability to obtain a reward for their individual performance of at least \$1,500
- Use the district's NMTEACH system to identify teachers and principals for awards
- Prioritize awards in low-performing or high-need schools

An application may:

- Provide for group awards with up to 1/3 of the funds

### FY16 Pay for Performance Pilot Awardees

School	\$ Requested	\$ Awarded	Repeat Participant?
21st Century Academy	\$30,000.00	\$30,000.00	
Alomogordo Public Schools	\$246,250.00	\$246,250.00	
Academy of Technology and Classics	\$149,500.00	\$149,500.00	X
Creative Education Preparatory Institute	\$100,000.00	\$100,000.00	X
Digital Arts and Technology Academy	\$287,000.00	\$287,000.00	
East Mountain High School	\$120,540.00	\$110,700.00	X
El Camino Real Charter School	\$196,000.00	\$196,000.00	X
Gallup McKinley County Schools	\$755,000.00	\$755,000.00	X
La Jicarita Charter School	\$43,500.00	\$43,500.00	
La Promesa Charter School	\$145,000.00	\$145,000.00	X
La Resolana Charter School	\$48,000.00	\$48,000.00	X
La Tierra Montessori Charter School	\$56,000.00	\$56,000.00	X
Lake Arthur Municipal Schools	\$154,200.00	\$154,200.00	
Lordsburg Municipal Schools	\$240,000.00	\$240,000.00	X
Native American Community Academy	\$82,000.00	\$76,500.00	X
NM School for the Arts	\$85,543.00	\$96,214.50	X
Nuestros Valores Charter School	\$84,000.00	\$49,500.00	
Public Academy of Performing Arts	\$137,000.00	\$137,000.00	X
Pecos Independent School District	\$95,000.00	\$67,500.00	
Penasco Independent School District	\$181,750.00	\$181,750.00	
Pojoaque Valley Public Schools	\$544,590.00	\$376,695.00	X
Raton Public Schools	\$263,000.00	\$263,000.00	X
Roswell Independent School District	\$818,186.00	\$818,186.00	
Santa Fe Public Schools	\$9,200,000.00	\$4,356,504.50	X
South Valley Prep Charter School	\$36,250.00	\$36,250.00	
Taos Academy	\$154,000.00	\$154,000.00	X
Vaughn Municipal Schools	\$25,750.00	\$25,750.00	

# NM Pay for Performance Pilot

## Impact of the Pay for Performance Pilot

- Reduced turnover rates for districts from summer of 2014 to summer of 2015:
  - Pojoaque: from 18% to 10%
  - Raton: from 15% to 10%
  - New Mexico School for the Arts: from 18% to 11%
- Plans for evaluation in Winter that will investigate both performance and retention

# Hard-to Staff Stipends

- Purpose of the funds is to provide differentiated stipend amounts to recruit and retain effective STEM, special education, bilingual or other hard to staff positions
- Through the program, the goal is to increase access to effective educators for students in hard to staff areas and promote 21<sup>st</sup> century skills and college and career readiness

# Hard-to Staff Stipends

To qualify for an award:

- At least 75% of the teacher's assignment must be in the hard-to-staff area
- Hold an eligible NM teaching license with a summative NMTEACH rating of effective or higher or be eligible for a valid license (for recruitment purposes)
- Increase the number students served in the hard-to-staff area through additional students served overall

### FY17 Hard to Staff Awards

Districts/Charters	Award	Indirect	Total
ASK	\$12,500	\$2,688	\$15,188
Aztec	\$20,000	\$4,300	\$24,300
Bloomfield	\$125,000	\$26,875	\$151,875
Carinos de Los Ninos Charter	\$22,500	\$4,838	\$27,338
Carlsbad	\$45,000	\$9,675	\$54,675
Carrizozo	\$5,000	\$1,075	\$6,075
Chama	\$5,000	\$1,075	\$6,075
Christine Dunca	\$5,000	\$1,075	\$6,075
Cien Aguas	\$17,500	\$3,763	\$21,263
Deming	\$117,500	\$25,263	\$142,763
Elida	\$10,000	\$2,150	\$12,150
Espanola	\$20,000	\$4,300	\$24,300
Gallup	\$107,500	\$23,113	\$130,613
Hagerman	\$25,000	\$5,375	\$30,375
Hatch	\$15,000	\$3,225	\$18,225
LVCS	\$225,000	\$48,375	\$273,375
LCPS	\$57,500	\$12,363	\$69,863
Magdalena	\$10,000	\$2,150	\$12,150
MAS	\$47,500	\$10,213	\$57,713
McCurdy	\$30,000	\$6,450	\$36,450
Media Arts	\$10,000	\$2,150	\$12,150
Mesa Vista	\$15,000	\$3,225	\$18,225
NACA	\$5,000	\$1,075	\$6,075
NM International School	\$50,000	\$10,750	\$60,750
PAPA	\$5,000	\$1,075	\$6,075
Pojoaque	\$5,000	\$1,075	\$6,075
Questa	\$5,000	\$1,075	\$6,075
RFK	\$10,000	\$2,150	\$12,150
Roswell	\$20,000	\$4,300	\$24,300
Santa Rosa	\$7,500	\$1,613	\$9,113
So Valley Academy	\$20,000	\$4,300	\$24,300
Socorro	\$72,500	\$15,588	\$88,088
Taos	\$5,000	\$1,075	\$6,075
Taos Academy	\$15,000	\$3,225	\$18,225
Tierra Adentro	\$20,000	\$4,300	\$24,300
Vaughn	\$5,000	\$1,075	\$6,075
Vista Grande	\$5,000	\$1,075	\$6,075
Zuni	\$47,500	\$10,213	\$57,713



Hanna Skandera  
Secretary of Education

# Questions?