



Rewarding Great Teachers

Impact of Compensation Systems

Rigid, seniority-based pay scales and other policies that reward teachers for qualifications unrelated to effectiveness make it difficult to recruit and retain the best teachers.



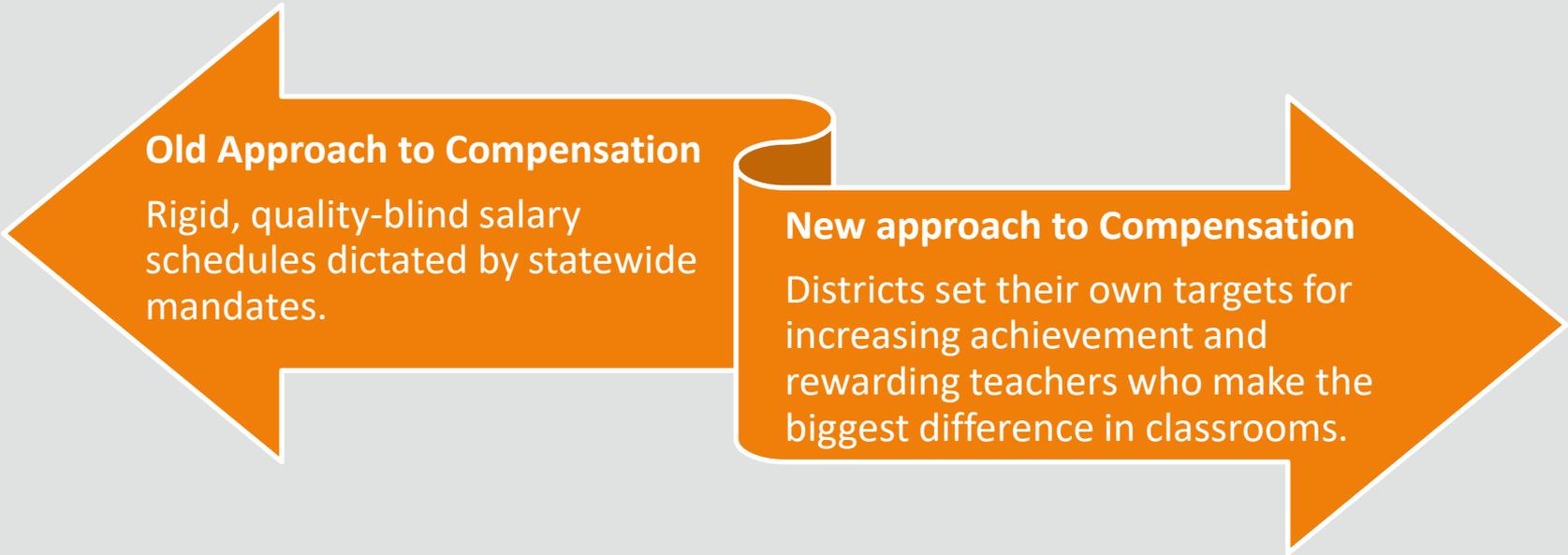
55%
OF TOP
TEACHERS
earn lower
base salaries
than the average
ineffective teacher.

6 IN 10
teachers say
“length of time to
earn a good salary”
was critical to their decision
to leave teaching.

2017-2018 TIF Funding Targeted Innovative Compensation Initiatives

Until now, districts have been bound to rigid, outdated salary rules. It's been impossible to offer higher salaries to teachers who get strong results or choose to work in high-need areas.

With TIF funding for the 2017-18 school year, Richland Parish began designing a compensation system that responds to local school needs, allowing us to recruit, reward and retain more effective teachers, and providing a link between rigorous standards, accountability for student achievement, and professional growth.



Every district will design a system that helps attract and keep the right teachers for their community. By law, new compensation systems will be based on a combination of three factors: effectiveness, experience and demand. Base salary will not decrease.

The PDBC Design Team was convened to implement the changes

The Performance Demand-Based Compensation (PDBC) Design Team is composed of representatives at the school and district level, including:

Shelly Crawford (Title One Supervisor)
Robyne Crow (Director of Personnel)
Rebecca Freeland (Talent Pipeline Lead)
Ashley Malmay (MES Teacher)
Regina Mekus (Business Manager)

Nettie Ranel (RJHS Principal)
Joan Rhodes (DES Principal)
Beverly Smart (SES Teacher)
Connie Williams (MHS Principal)
Dr. Samuel Williams (RHS Teacher)

Each of these representatives attended multiple design meetings and worked to develop improvement recommendations specifically tailored to Richland Parish Schools.

PDBC Objectives

- Identify our most pressing human capital needs and opportunities for addressing them, with a focus on: Workforce Trends, Teacher Performance, Compensation System and Budget
- Use data findings to inform objectives for updating our compensation system
- Develop guiding principles for the compensation system's design that represent district values

To recognize and reward the great teachers that drive our success..

Richland Parish Schools is leveraging 2017-18 TIF funds to:

-  **Recognize high performers overall** - Use compensation to recognize teachers with exceptional classroom performance overall
-  **Recognize high performers in hard to staff roles and schools roles** - recruit high-performing certified talent to hard-to-staff roles and schools
-  **Incentivize certification** - Encourage teachers to get certified and stay with the district

Revisions to the compensation system are based on the following Design Principles

-  **Performance Focus** - Conveys a commitment to, and rewards, an objective measure of excellence
-  **Simplicity** - It is transparent and easy to understand, implement, and communicate
-  **Sustainability** - The system can be funded with a steady percentage of the budget
-  **Flexibility** - Allows for refinement as the district's needs change.

The compensation system will reward high performers using the following prioritized matrices

-  **VAM** - An objective measure of excellence that takes into account multiple students measures and their impact on overall student performance.
-  **High Stakes** - An objective measure of excellence for **core grades** and subject where VAM is not currently available.
-  **School SPS** - An objective measure of overall school success.*

**SPS Stipends will not be used for 2017-18 awards but will be considered as a measure in future years.*

Reward high-performers through large performance bonuses

Certified teachers in core subject areas across the district have the opportunity to earn large performance bonuses tied to VAM scores or overall SLT ratings for teachers who do not receive VAM scores.

- Teachers with a VAM rating of Highly Effective will earn a \$2,000 stipend
- Teachers with a VAM rating of Proficient will earn a \$1,000 stipend
- Teachers without a VAM rating can earn a \$500 stipend for each Highly Effective SLT rating, provided their target has been vetted as high-quality by the district.

***Stipends for VAM teachers for 2017-18 will be based on performance in 2016-17 only in the event we don't rating back in time to meet funding timelines.*

Retain High-Performing Teachers in Hard-to-Staff Secondary Math Roles

Certified secondary (9-12) math teachers have the opportunity to earn an additional \$6,000 in stipends, provided they

- hold the certification
- teach the majority of the school day
- miss no more than 5 days a semester
- Exhibit effectiveness through a VAM score of at least Proficient or a Highly Effective SLT rating until VAM is an available data point

Recruit talent in high-need areas with sign-on bonuses for certified staff

- Certified new hires in hard-to-staff subjects (secondary (6-12) core subjects – ELA, Math, Social Studies and Science and special education) are eligible to receive up to \$10,000 in bonuses over 3 consecutive years.
- Teachers will receive up to \$2,000 upon initial signing with the district, and up to an additional \$3,000 over the next 3 years, provided they make gains with students.
- Teachers at Delhi HS will receive \$4,000 upon initial signing with the district, and an additional \$2,000 each of the next 3 years, provided they make gains with students (a VAM rating of at least Proficient or a Highly Effective SLT rating for teachers of core subjects who do not receive a VAM score).

Incentivize certification through bonuses for teachers who complete certification

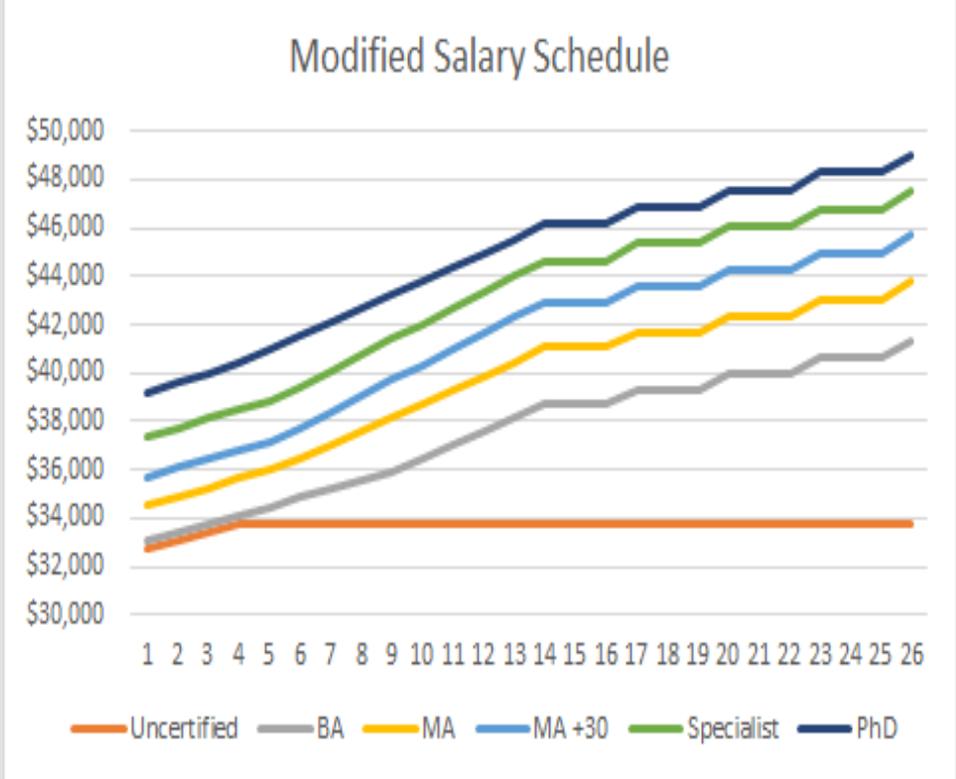
Teachers who receive initial Level 1 certification or add-on certification in special education have the opportunity to receive an \$8,000 bonus over 3 years.

- Upon initial certification, teachers will receive \$5,000.
- If these teachers remain with the district and meet a performance criterion (a VAM rating of at least Proficient, or a Highly Effective overall SLT rating for non-VAM teachers), they will receive an additional \$1,000 each of the next 3 years.

2018-19 and Beyond: Sustainably Reward High-Performers and Leaders

Modified Salary Schedule

A modified salary schedule would incentivize certification and support sustainability. One way to modify the salary schedule is to create a separate lane for uncertified teachers, capped at step 4. Alternatively, Richland could decrease the difference between advanced degree types in order to use compensation dollars more strategically.



Performance Stipends

To retain high-performers, any certified teacher who achieves strong results with students would earn a bonus. Receipt of the stipends would be contingent on returning to the district the following year. These bonuses can be combined with either of the two approaches.

Please let us know what remaining questions you have

E-mail rfreeland@richland.k12.la.us if you are interested in serving on the PDBC for the 2018-2019 school year.

