

Local Teacher Reward Advisory Council Overview

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Local Teacher Reward Advisory Council Group Goal

- Develop model plans (through a Menu of Choices) that districts across the state can utilize to positively impact student achievement while financially incentivizing teaching based on the following:
 - 1. Criteria set forth in HB 1234
 - 2. Educational best practices
 - 3. Research

Meeting Objectives

- Develop a list of essential items an incentive pay plan should include
- Increase and strengthen knowledge through research on how other states are incentivizing teachers.
- Discuss and develop the Menu of Choices that will drive local teacher reward plans.
- Critique the Menu of Choices / Application that will drive local teacher reward plans.
- Develop definitions for topics within the Menu of Choices

Menu of Choices / Application

- School Districts have three (3) general areas to utilize while creating their local plan.
 - Market Based Needs
 - Teacher Leadership
 - Student Achievement
- The Local Teacher Reward Advisory Council defined these three major areas as well as the menu choices listed below each area. In the following slides you will find the three (3) general areas as well as the choices that will be found below each respective area.

Menu of Choices / Application

- Menu of Choices / Application is a web based interface
- Districts may create their pre-approved local plan from the acceptable menu choices that fall under the three (3) areas as outlined in law
- Districts will also provide a narrative of the selection made
- Districts may choose to “Other” and then must describe the plan the district will use to utilize the incentive pay. All plans requiring “other” are subject to the Local Reward Oversight Committee’s approval

Menu of Choices - Snapshot

*Note Preliminary Work - Changes have been made

The screenshot shows a Windows Internet Explorer browser window displaying the 'Local Teacher Reward Plan' survey. The browser's address bar shows the URL <http://stage.doe.sd.gov/LTRPSurvey.aspx>. The page header features the South Dakota Department of Education logo and a navigation menu with categories: Accreditation and Certification, Assessment and Technology, Curriculum and CTE, Finance, Grants Data Management, Health, Nutrition After School, and Title Programs SPED, Head Start.

The main content area is titled 'Local Teacher Reward Plan' and includes the following sections:

- Calendar of Events**
- QUICK LINKS**
 - A-Z Index
 - About the Department
 - Accountability/ AYP
 - Board of Education
 - Common Core
 - Content Standards
 - Indian Education
 - Report Card
 - School Directory
 - Stimulus
- PRESS ROOM**
 - News Releases
 - Publications
- CONTACT INFORMATION**
 - Contact Us
- RESOURCES**
 - K-12 Data Center
 - SD Codified Laws
 - State Library
 - Teacher 411
 - Virtual School
- BACK TO HOME**
- Social media icons for RSS, Twitter, and YouTube.
- A banner for the 'PARENT ENGAGEMENT CONFERENCE' on Oct. 27 in Rapid City.

The survey form fields are:

- District Name:** Aberdeen 06-1 (dropdown menu)
- Number of Certified Teachers (FTE):** [Empty text input field]
- Total Allocation Available to District:** [Empty text input field]

The **MARKET NEED** section includes:

- Market Need**
 - Description of market need to go here
 - High need
 - Hard to staff
 - Retention
 - Additional endorsement(s)
 - Other: [Empty text input field]

The browser's taskbar at the bottom shows the system tray with the date and time: 5:22 PM, 09/27/2012.

Market Based Needs

- Market based needs compensation is defined as the differentiation of pay in order to recruit and retain hard-to-staff or hard-to-serve positions and highly effective teachers. The Local Education Agency (LEA) will define 'hard to staff' and 'hard-to-serve' positions based upon a variety of factors, including but not limited to local need, market compensation in competing districts or private sector , the quantity or quality of applicants, and other factors impacting the LEA's ability to attract and retain quality candidates.

Market Based Needs

- Market Based Needs

- Recruitment

- A district using Market Compensation funding to support recruitment efforts identifies the need to attract *new* staff to meet ‘hard-to-staff’ positions in the district. The LEA will determine ‘hard-to-staff’ vacancies

- Retention

- A district using Market Compensation funding for retaining staff will be used to target retention of *current* staff. Districts using Market Compensation in order to retain staff will do so based on ‘hard-to-staff’ and ‘hard-to-serve’ positions or highly effective teachers as defined by the LEA.

- Additional Endorsement

- A district using Market Compensation funding for additional endorsements has recognized the need for specialty endorsements in the school. High-need endorsements will be identified by the LEA and obtainment will be evidenced by providing transcripts, Praxis exam results, and updated teaching certificates.

- Other

- Districts may choose to “check” other and provide their explanation or plan for Market Based Needs – All plans utilizing other require approval from the Local Teacher Reward Oversight Committee

Teacher Leadership

- Actions willingly undertaken by teachers which serve to improve the quality of education for students

Teacher Leadership

- Teacher Leadership
 - Knowledge and Skills
 - Advanced degrees, National Board Certification, professional learning that helps teachers acquire new instructional strategies and content area expertise that boost student learning
 - District / Building Leadership
 - Facilitating learning processes which enhance the professional capacity of educators in order to positively impact student learning
 - Other
 - Districts may choose to “check” other and provide their explanation or plan for Teacher Leadership – All plans utilizing other require approval from the Local Teacher Reward Oversight Committee

Student Achievement

- Measurable result of student instruction

Student Achievement

- Student Achievement
 - District Incentive
 - District sets goal/benchmark using valid, reliable assessment. If goal is met, all certified instructional teachers receive incentive
 - **School Performance Index (SPI) or individual key indicators of state accountability system**
 - (High School-Attendance, ACT, graduation rate, state assessment, college career readiness, teacher and principal effectiveness)
 - (Elementary K-8 -student achievement and growth, attendance, teacher and principal effectiveness, school climate)
 - School Incentive
 - Organized by instructional levels, ie. K-3, k-5, 6-8, 9-12, a goal/benchmark is set using valid, reliable assessment. If goal is met, certified instructional teachers involved receive incentive
 - **School Performance Index (SPI) or individual key indicators of state accountability system**
 - (High School-Attendance, ACT, graduation rate, state assessment, college career readiness, teacher and principal effectiveness)
 - (Elementary K-8 -student achievement and growth, attendance, teacher and principal effectiveness, school climate)

Student Achievement

- Group Incentive
 - District identifies a specific group of teachers (department , grades, skill-based) who set an approved measureable goal using valid, reliable assessment, and the goal was met; all share in the incentive.
- Individual Incentive
 - District identifies a teacher who set an approved measureable goal using valid, reliable assessment with a specified group of students and the goal was met; teacher receives the incentive.
 - State Assessment
 - Other Assessment
 - Growth Component
 - Individual Education Plan
- Other
 - Districts may choose to “check” other and provide their explanation or plan for Student Achievement – All plans utilizing other require approval from the Local Teacher Reward Oversight Committee

Overview

- A District has three (3) areas to draw from to create their local plan
- A District can use any combination of the three (3) areas
 - Any combination of the three (3) and any amount of their allocated dollars to any of the three (3)
- A Districts is allotted \$1,000.00 per Certified Teacher
- The Local School Board must approve the Local Reward Plan