

## Colorado School Finance Project

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Using Resources Applied to Measurements  
for Teacher Pay

John L. Myers  
Justin Silverstein  
Augenblick, Palaich and Associates

1

## Lobato Context

- Costing out study looked to identify all the resources districts need to meet state standards and requirements
- Base cost calculation for the PJ approach includes salaries adjusted to be competitive nationally
- Base cost includes more time *for students and teachers – encompassing issues for staff development and student interventions*

2

## Lobato Context

- We believe that the resources identified in the PJ study would be inclusive of any type of alternative compensation system a district might want to put in place.
- We believe any discussion of rewards within the school finance system for district performance would be above the PJ estimates.

3

## Why Pay for Performance

- Politics of “Merit Pay”
- Recognizing Quality Teaching
  - National Board Certification
- Professionalizing Teaching
  - Rewards and Supports
- Increased Funds for Educator Salaries

4

## Background

- Early Adopters
  - States
    - Florida (STAR & MAP)
    - Texas (TEEG, DATE)
    - Minnesota (QComp)
  - Districts
    - Denver ProComp
    - Houston ASPIRE
    - Austin REACH

5

## Teacher Incentive Grants (TIF)

### Three Rounds of TIF Grants

- Colorado Districts
  - Ft. Lupton
  - Eagle County
  - Denver
  - Harrison
  - Jefferson County 3
  - Colorado Springs 3
- Other Districts APA assisted
  - Austin, TX
  - Round Rock, TX
  - Charlotte-Mecklenburg, NC
  - NBPTS (5 districts in Maine and Richmond, VA)

6

## Value Added Measurement and Applying Resources to Measurements

- Growth in Student Learning
  - Value Added test scores
  - Colorado Growth Model
  - Student Learning Objectives
- Professional Development
- Market Incentives
  - Hard to Staff and Hard to Serve Positions
- Knowledge and Skills
- Evaluation

7

## Research

- National Center on Performance Incentives
  - First two rounds of TIF
    - No positive relationship to student test scores
- Mathematica
  - Evaluation Pool in 2010 grants
    - Random assignment of schools
- Local District Evaluations
  - Austin
    - REACH schools where more teachers set/met their SLOs had better comparable improvement rankings in 2009–2010 than schools where fewer teachers did set SLOs

8

## Evaluation Link to PFP

- Colorado's SB 191
  - Will districts link evaluation to pay
- NBPTS TIF Grantees
  - Cohort 3 requirement
- Teacher Leadership
  - SW TURN

9

## Questions

Augenblick, Palaich and Associates

John L. Myers

[jlm@apaconsulting.net](mailto:jlm@apaconsulting.net)

720-227-0080

Justin Silverstein

[jrs@apaconsulting.net](mailto:jrs@apaconsulting.net)

720-227-0075

10