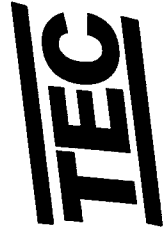


Arkansas

Impact of Knowledge and Skill Based Pay for Teachers

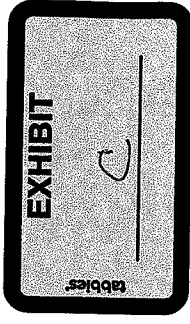
December 29, 2003

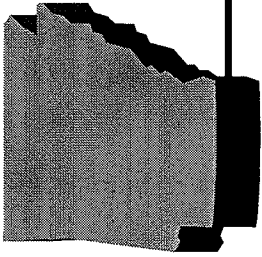


TEACHER EXCELLENCE THROUGH COMPENSATION

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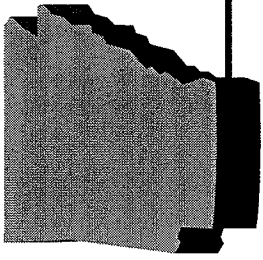
Research on Knowledge and Skill Based Pay

Impact of KSBP

In its final report The Joint Committee on Educational Adequacy recommended that Arkansas replace the current minimum teacher salary schedule with standards-based Knowledge and Skill Based Pay (KSBP). TEC has been asked for information regarding where teacher Knowledge and Skill Based Pay (employing a standards-based assessment of teacher knowledge and skills) has been implemented and what has been its impact? This memo responds to that question.

Prevalence of Standards-Based Assessment of Teacher Knowledge and Skills

Some form of performance-based licensure for teachers has been introduced in more than half of the United States. Ohio and Arkansas have adopted PRAXIS III for teacher licensure, Kentucky and North Carolina have developed their own performance assessment system. Connecticut, Wisconsin, Iowa, Illinois, and Indiana are INTASC states that have adopted a four level teacher skill rubric as part of their licensure program. They are now moving to have individual districts use such a strategy for their local evaluation systems.

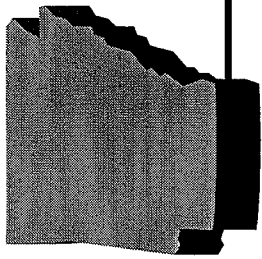


Research on Knowledge and Skill Based Pay (Cont'd.)

Incidence of Knowledge and Skills Based Pay for Teachers

Numerous states, districts and individual schools have adopted teacher knowledge and skill based pay. Following is a partial list of KSBP implementations:

- | | |
|---------------------|-----------------------------------|
| Cincinnati OH | Philadelphia PA |
| Douglas County, CO | Plymouth, WI |
| Idaho | Salesianum School (Wilmington DE) |
| Iowa | Steamboat Springs CO |
| LaCrescent, MN | Vaughn Charter School |
| Menomonee Falls, WI | Vancouver (WA) |
| Milken TAP Program | |
| Manitowoc, WI | |
| Minneapolis MN | |

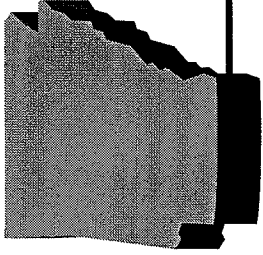


Research on Knowledge and Skill Based Pay (Cont'd.)

Incidence of Knowledge and Skills Based Evaluations for Teachers

Following is a partial list of standards-based teacher evaluation implementations:

- Anoka Hennepin County, MN
- Washoe County (Reno, Nevada)
- Newport News, VA
- Hudson, WI
- Dubuque, WI
- Crystal Lake, WA
- Downer Groves, IL
- Libertyville, IL
- Duluth, MN
- Brown Deer, WI

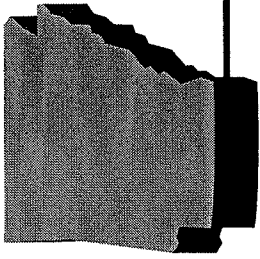


Research on Knowledge and Skill Based Pay (Cont'd.)

Impact of KSBP

The effect of knowledge and skill based pay has been widely studied both among teachers and in the private sector. The research has addressed three questions:

1. What impact has KSBP had on the teacher?
2. What impact has KSBP had on the school?
3. What impact has KSBP had on student learning and achievement?

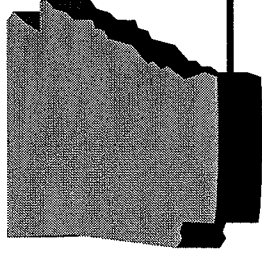


Research on Knowledge and Skill Based Pay (Cont'd.)

Impact of KSBP on Teachers

Research shows that standards-based KSBP and evaluations lead to the following impacts on teachers:

- ✓ More attention focused on student learning and achievement
- ✓ More focus on teaching state content and standards
- ✓ More focus on addressing the individual needs of all students
- ✓ More focus on creating and teaching standards based lessons and units
- ✓ Much more reflection on one's impact on instruction
- ✓ More attention to one's teaching skills
- ✓ More attention to planning and implementing instruction
- ✓ Competitive pay levels for teachers
- ✓ Clear career paths
- ✓ Increase in teacher staying (rather than leaving the profession)
- ✓ Attractiveness of a meaningful career
- ✓ Increased motivation to perform at higher levels

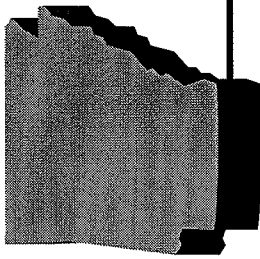


Research on Knowledge and Skill Based Pay (Cont'd.)

Impact of KSBP on Schools

Research shows that standards-based KSBP leads to the following impacts on schools, districts and states:

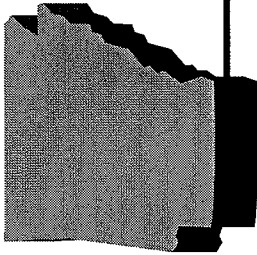
- ✓ Competitive pay levels for teachers – that allow for recruiting and retaining teachers of the highest caliber
- ✓ Benefit of higher teacher skill levels leading to improvements in student learning and achievement
- ✓ Clear and specific standards for teachers that enhance teaching as a profession
- ✓ Teachers accountable for professional standards and student learning
- ✓ Long term and sustained improvements in student learning and achievement



Research on Knowledge and Skill Based Pay (Cont'd.)

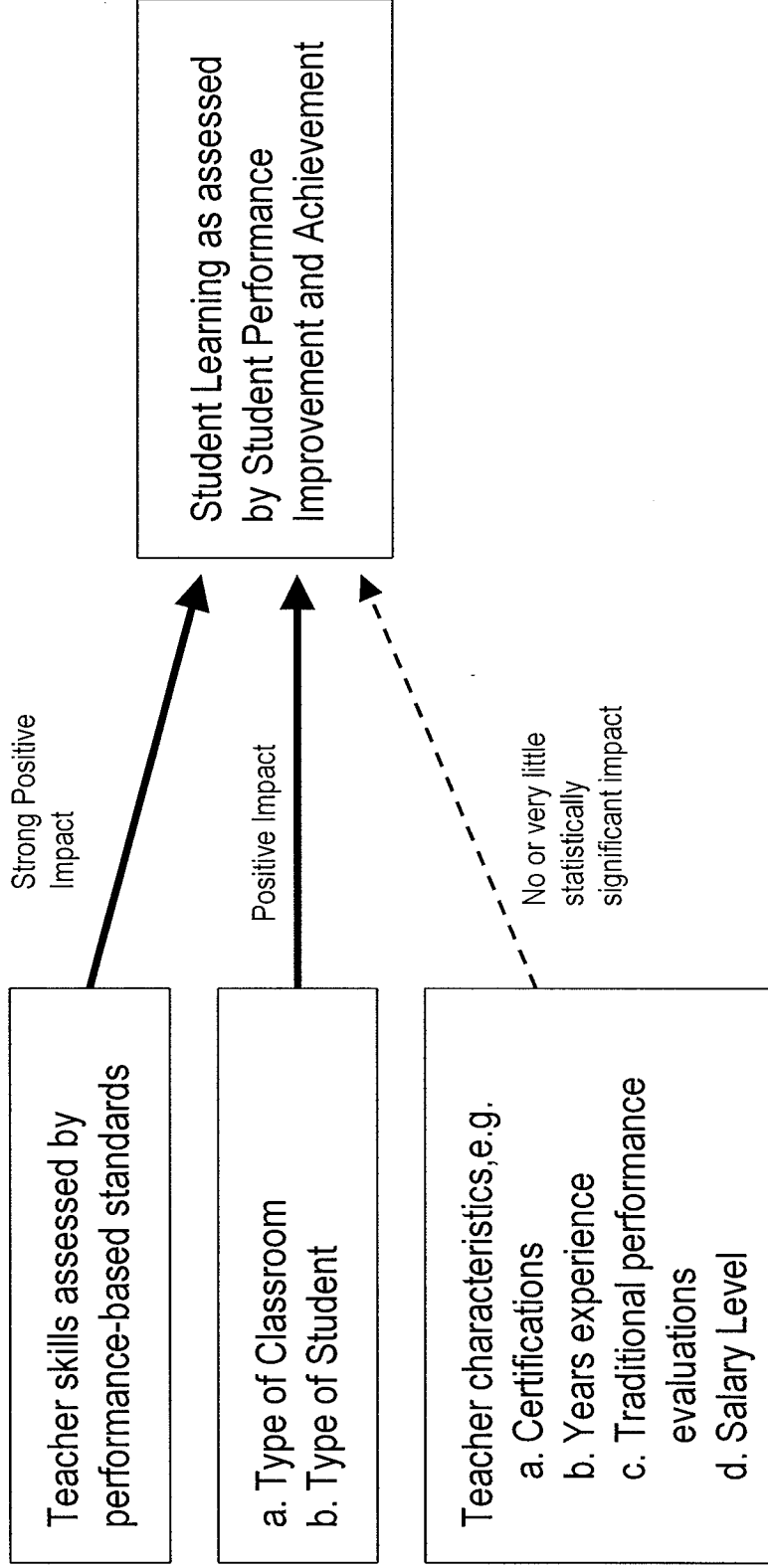
Impact of KSBP on Students

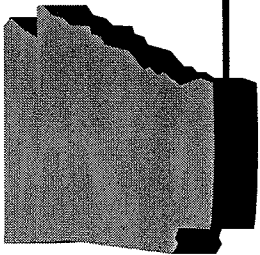
Ultimately, research shows that standards-based knowledge and skill assessment as an integral part of KSBP leads to definite improvements in long term student learning and achievement. In fact, substantial empirical research shows that teacher skills assessed by performance-based standards has more impact on student learning than any other factor (e.g., other teacher characteristic and the type of classroom) as illustrated in the following figure:



Research on Knowledge and Skill Based Pay (Cont'd.)

Figure: Relative Impact of Standards-Based Skills on Student Learning And Achievement



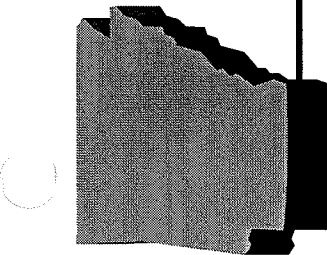


Research on Knowledge and Skill Based Pay (Cont'd.)

Final Conclusion

The empirical research cited here leads to five conclusions:

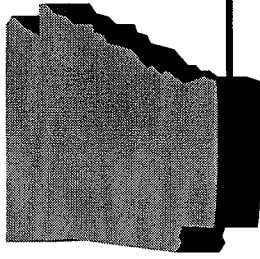
1. We can create and administer valid teacher assessment systems that are fair and reliable.
2. The systems we create separate teachers into four levels of competency and effectiveness levels:
 - i. Beginning (no previous experience)
 - ii. Basic
 - iii. Career
 - iv. Master Teacher
3. The assessment systems are robust enough to tie to pay (knowledge and skill based pay).



Research on Knowledge and Skill Based Pay (Cont'd.)

Final Conclusion

4. Standards-based KSBP does work. It has been implemented and has led to sustained improvements in student learning and achievement.
5. In order to work KSBP must employ standards-based assessment of teacher knowledge and skills (as opposed to such factors as years experience, certifications, or traditional merit ratings).



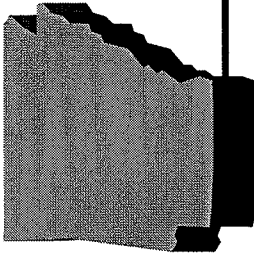
Research on Knowledge and Skill Based Pay (Cont'd.)

Research On KSBP

The empirical research on standards-based KSBP is extensive. Empirical evaluations of the impact on student learning has been carried on, for example, in Cincinnati, the Vaughn Charter School, and Connecticut, among others.

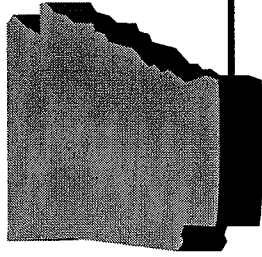
The Consortium for Policy Research in Education (CPRE)'s website is an excellent source of further information. The website is: www.wcer.wisc.edu/cpre

Following is a bibliography on empirical research related to the impact of standards-based KSBP on student learning.



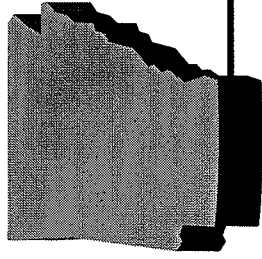
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