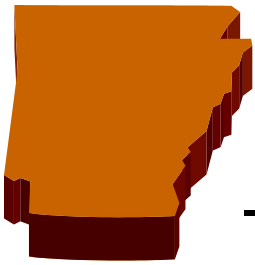


1. Executive Summary



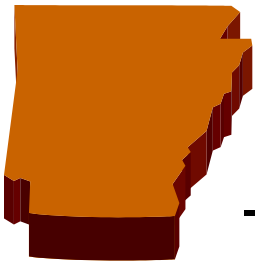
1. Executive Summary

Study Purpose

The Joint Committee on Educational Adequacy (the Committee) has undertaken a study of teacher compensation as part of a larger investigation into the adequacy of K through 12 education within the State. Teacher compensation is, by far, the largest expenditure in financing education and, therefore, would have a large impact on achieving Arkansas's adequacy goals.

The study reported here asked three questions:

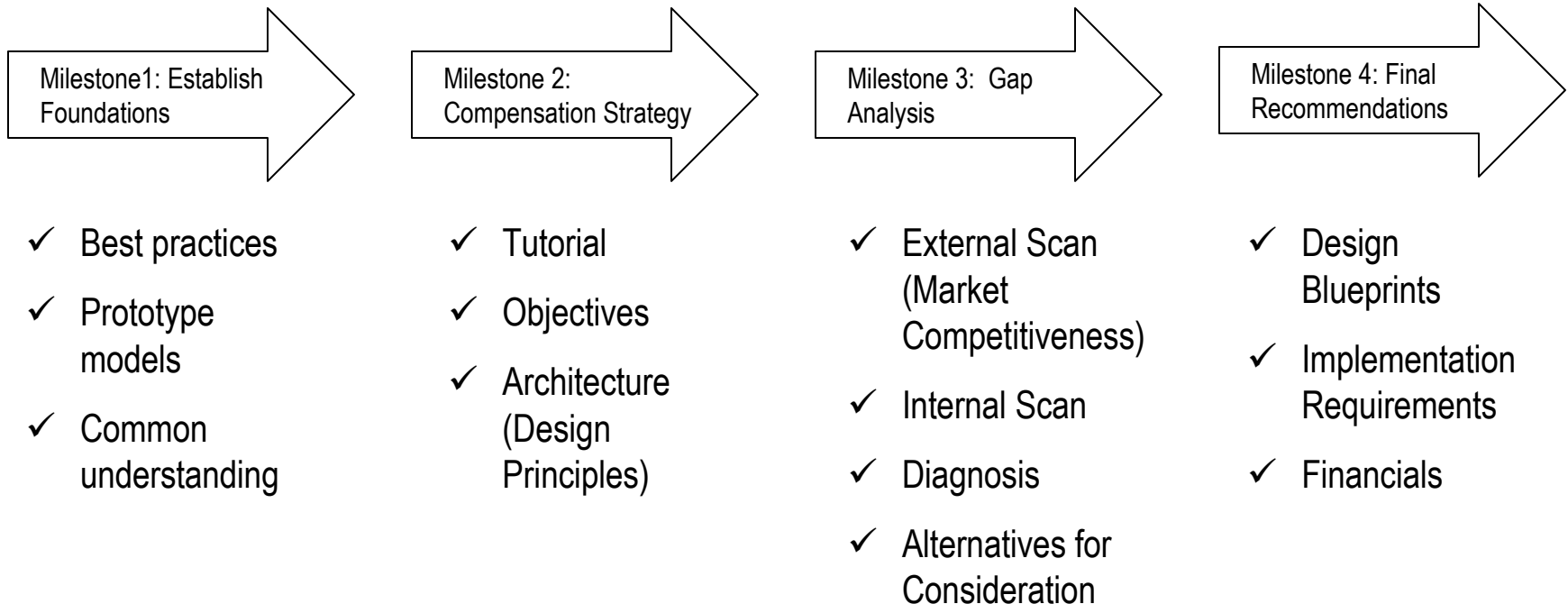
1. How well does Arkansas' current teacher compensation program support the States broader adequacy goals for education?
2. If the current compensation program does not support those goals, what would a better system look like?
3. What will be the cost of introducing such improvements to the teacher compensation program?

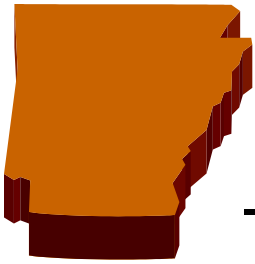


1. Executive Summary (Cont'd.)

Study Purpose (Cont'd.)

This report shares the findings of the Committee's study. The investigation achieved four milestones:



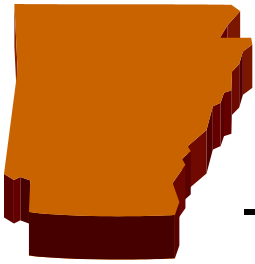


1. Executive Summary (Cont'd.)

Study Findings

The Committee concludes that Arkansas's current teacher compensation is lacking in the following areas:

1. Teacher salary levels are below that of the contiguous states as well as the member states of the Southern Regional Education Board (SREB) – hampering Arkansas' ability to recruit and retain the levels of skills required to deliver student achievement required by its adequacy goals.
2. The current single salary schedule prevalent throughout Arkansas' school districts fails to create the incentives and opportunities for Arkansas teachers to develop and apply the kinds of skills required to improve student learning.
3. There are no incentives in the current teacher compensation program to directly reward teachers for their efforts leading to improved student learning.



1. Executive Summary (Cont'd.)

Recommendations

The Committee recommends that Arkansas take five actions to close the gaps we diagnosed in the State's teacher compensation program:

1. Increase Arkansas' teacher salaries by 15% -- at a cost of \$277 million.
2. Adopt a Knowledge and Skill Based Pay (KSBP) salary schedule to replace the single salary schedule currently in use.
3. Adopt a set of policies for teachers to progress through the new KSBP salary schedule.
4. Adopt the Committee's recommendations for piloting KSBP and making the transition from our current salary schedule to the KSBP salary schedule.
5. Adopt the Committee's recommendation for designing and implementing a new School Based Performance Award program.