

Teacher Compensation Materials

To learn more about how to restructure the teaching job:

- **Teacher Compensation Workshop**

http://www.erstrategies.org/library/ers_teacher_compensation_workshop

School districts have the responsibility to design a compensation structure that meets teacher recruitment and retention goals within the context of long-term fiscal sustainability. We have created this Teacher Compensation Workshop to help leaders bring together practitioners and policymakers in a district to explore the costs and implications of different compensation structures. The package workshop includes pre-reading materials, a narrated PowerPoint presentation, and all the materials and instructions needed for a productive and informative meeting.

- **The Teaching Job: Restructuring for Effectiveness**

http://www.erstrategies.org/library/the_teaching_job

Recent work on improving teaching effectiveness has focused on preparing and hiring better teachers and on identifying and removing the lowest-performing teachers. These efforts are critical, but by themselves they affect only a small percentage of the total teaching force and students. To improve teaching and increase student achievement at scale, districts need to fundamentally restructure the job of teaching—changing the working conditions, requirements, expectations of and rewards for the profession of teaching. This degree of restructuring means an overhaul of the whole system of funding, assigning, supporting, compensating, evaluating, retaining, and dismissing teachers.

- **Strategic Design of Teacher Compensation**

http://www.erstrategies.org/library/strategic_design_of_teacher_compensation

This series of memos explores typical goals of compensation redesign and implications for five main design considerations: base salary, district priority incentives, school roles, rewards and responsibilities, and fiscal sustainability. Given the national focus on revitalizing the teacher evaluation and support/development process, many districts are in need of reviewing how teachers are compensated, how that compensation is related to attracting and keeping the teachers they need, and how to make the new system sustainable. This publication is intended to provide teachers, districts, Charter Management Organizations and states with a starting point.

- **Rethinking the Value Proposition to Improve Teaching Effectiveness**

http://www.erstrategies.org/library/rethinking_the_value_proposition

Rethinking the Value Proposition to Improve Teaching Effectiveness explores the complete set of offerings and experiences provided by a school system to a teacher. We explore what the Value Proposition is comprised of and how it can be transformed into an effective management tool in attracting, retaining, and motivating high-performing teachers.

- **Misfit Structures & Lost Opportunities: The Urgent Case for Restructuring Teacher Compensation and Career Paths**

http://www.erstrategies.org/library/misfit_structures_lost_opportunities

This paper explores how to rethink compensation and career paths to attract and retain the most effective teachers. This paper details two urgent reasons for reform—misfit structures of current teacher salary schedules, and lost opportunities to impact student achievement—focusing specifically on salary compensation for teachers.

- **First Steps: What School Systems Can Do Right Now to Improve Teacher Compensation and Career Path**

http://www.erstrategies.org/library/first_steps

This paper explores four steps districts can take now for sustained impact on teacher effectiveness. We define First Steps as actions which have a positive impact on student outcomes; can be implemented within a year; can be implemented within existing collective bargaining agreements or are likely to have broad support; require little or no new investment, or are budget neutral when implemented in combination; build toward a new vision of a teacher compensation and career path system that can attract, retain, and leverage the skills of a highly effective teaching force.

To learn about ways to free resources to support investments in teaching and compensation:

- **Resource Check**

http://www.erstrategies.org/assessments/resource_check

This web-based tool is designed to help you dive into the transformational strategies that lead to better resource use. Resource Check is a questionnaire that tallies and analyzes your responses to show how close you are to best practices and where you need improvement. Resource Check also links to resources to help you take action.

- **DREAM (District REsource Allocation Modeler)**

<http://www.erstrategies.org/dream>

You can do less with less, or you can change your district's cost model by rethinking how schools and systems are structured. DREAM allows you to adjust key cost levers in your district and instantly see how these changes impact your budget and other critical measures.

- **Budget Hold'em Online**

<http://www.erstrategies.org/hold-em>

Education funding decisions should never be left to chance. School Budget Hold'em is more than a game, it's an interactive exploration of the thoughtful trade-offs school administrators have to make in these challenging budget times. Created out of ERS' experience working with large urban districts around the country, the game's goal is to provide an engaging, interactive way for administrators to think differently about how they allocate resources. Playing the right cards can create lasting improvement—transforming your district to make the most of every budget dollar, while increasing student success.