

Great teachers deserve to be rewarded. Teacher compensation systems have typically treated teachers identically, however, regardless of their results in the classroom or the difficulty of their assignment. Districts missed opportunities to attract educators to particular schools or subjects and to retain their most effective teachers.

Act 1 of 2012 provided Louisiana school districts with the opportunity to reward teachers for strong performance in the classroom or for teaching in a high-need school or subject area, in addition to recognizing teachers for experience and advanced degrees. This legislation gave districts the power to build compensation systems that will help them keep great teachers in the classroom longer and where they are most needed.

Since this legislation was enacted, 63 districts have submitted new compensation plans that make significant progress toward rewarding performance in the classroom and recognizing specific factors that will help districts recruit and keep the teachers they need. All the plans were designed in the spirit of rewarding great educators. To support this work, the Department offered continuous training and consultation to districts, advising local leaders on how to build plans to meet their local needs. Districts showed tremendous innovation in tailoring their systems to achieve their goals within their unique context.

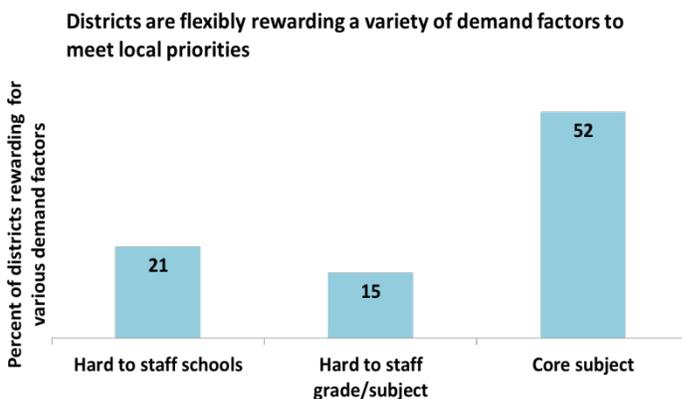
Thanks to the hard work, insight and commitment of our local leaders, thousands of Louisiana students will be taught by a teacher who is recognized and rewarded for their performance and for their service in hard-to-staff roles.

**Act 1 Background**

Act 1 of 2012 empowers districts to recognize the educators who make the biggest difference in the classroom, so they can recruit and retain the educators that all students deserve.

The vast majority of Louisiana’s school districts have designed new salary schedules that meet their local needs, based on three criteria, with none accounting for more than 50 percent of the salary formula.

- a) *Effectiveness, based on student achievement and observations*
- b) *Experience, as defined locally*
- c) *Demand, such as high-need or hard-to staff subject areas or schools*



**Compensation by the Numbers**

**+90%** of Louisiana districts have designed compensation plans that make classroom performance a factor in educator pay raises.

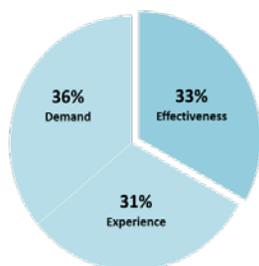
**+49,000** teachers will be eligible to receive pay increases based in part on student achievement.

**+700,000** students will be in a classroom where their teacher is rewarded for helping them learn.

## Innovation and Collaboration

Within this framework, districts around Louisiana have worked hard to create bold, sustainable compensation plans that meet their local priorities, whether that means awarding salary increases for effective teachers in core subject areas, or offering stipends to attract great teachers to high-need schools and classrooms.

Percent of annual compensation increase by criteria



District leaders have been learning from their colleagues around the state and engaging educators in the compensation system design process to make sure that the changes are fair and clearly explained, and that teachers understand how the new plans recognize their hard work in the classroom.

To support local leaders, the Department has offered a series of in-person trainings that introduced two, sample compensation models. Throughout the year, the Department has provided one-on-one consultation to district leaders, hosted Superintendent panels, published policy memos and shared regular newsletter updates throughout the year.

Average annual performance reward comparison for an Effective: Emerging teacher and a Highly Effective teacher



## Rewarding Classroom Performance and Local Needs

The diversity of new compensation plans reflects the diversity of our communities in Louisiana, with each district submitting a plan tailored to the unique needs of their schools and students. Yet despite their varied approaches to educator pay, they all give local leaders more options to help schools attract and retain their best teachers.

Below are examples of plans from around the state.

### Avoyelles Parish

The new compensation system in Avoyelles Parish sends a clear message: classroom results matter. Each year, teachers can receive an \$800 stipend for a Highly Effective rating, and teachers rated Effective: Proficient will receive a \$400 stipend. Effective teachers who use value-added scores, end-of-course assessment data, or DIBELS data to write their student learning targets will also receive an additional \$200 stipend to recognize their instructional excellence in these important subjects. All effective teachers will receive a \$400 annual base salary increase for experience each year.

### **Calcasieu Parish**

Great teachers help students grow consistently, year after year, throughout their careers. Calcasieu Parish is proposing a new compensation plan that rewards teachers with substantial stipends for consecutive years of effective performance in the classroom. Teachers will earn a \$1,500 stipend for two consecutive years of Highly Effective teaching. Additionally, Calcasieu's new system rewards teachers who have existing plans to seek an advanced degree. Degree programs initiated prior to July 1, 2013 and completed by the end of 2015 will jump eight salary steps equaling \$1,600.

### **Cameron Parish**

The new compensation system in Cameron Parish rewards a single year of Highly Effective instruction in any subject with a \$500 stipend. The district is also recognizing success over time with a \$400 base salary increase for all Effective: Proficient and Highly Effective teachers, rewarding teachers at all stages in their career for developing and improving year after year. This bold approach values teachers' hard work every year while making sure the best educators are rewarded for long, successful careers.

### **Lincoln Parish**

Lincoln Parish is recognizing excellence in the classroom with a \$500 stipend for highly effective teachers with value-added scores and \$500 base salary increases for consecutive years of Effective: Proficient or Highly Effective performance. The system gives the district the flexibility to pay up to \$500 per year to attract Highly Effective teachers to hard-to-staff, core subjects. To make sure that all educators in Lincoln Parish had an opportunity to contribute feedback on the new system, the district held meetings with teacher representatives from each school to discuss the proposed compensation model.

### **Morehouse Parish**

Beginning next year, Morehouse Parish will have new tools to attract and keep teachers who are achieving great results in the classroom and to encourage them to teach in schools and subjects where their talents will have the greatest influence on student achievement. Highly Effective teachers in all subjects will receive a \$500 stipend annually. In addition, Highly Effective or Effective: Proficient teachers in a hard-to-staff location or hard-to-staff subjects will earn an additional \$100.

### **Sabine Parish**

Bold compensation systems make student achievement a priority by rewarding the most effective teachers at the highest rates. Sabine Parish is offering \$1,000 stipend each year to Highly Effective teachers who receive value-added scores. The district is also using new tools to attract effective teachers to the classrooms where they are needed most, boosting teacher pay up to six salary steps for two years of Effective: Proficient or Highly Effective teaching in a hard-to-staff subject in a D or F school if the teacher agrees to stay for three years.

### **St. Bernard Parish**

All students deserve great teachers, which is why St. Bernard Parish is offering an annual stipend of \$600 for teachers in at-risk schools, defined as 50 percent or more students who are eligible for free or reduced-price lunches. Teachers can earn \$300 to \$500 more each year in stipends based on their effectiveness rating. Coupled with annual salary increases based on a combination of experience and effectiveness, this approach to compensation will help St. Bernard attract and keep more great educators, especially in the schools where they are needed most.

These are just a few of the innovative approaches districts have chosen, reflecting the many creative ways that districts are designing sustainable plans that are in accordance with state laws and provide students with the excellent teaching they deserve.

### **Looking Ahead**

If Louisiana believes that schools should be places where great teachers want to spend long, satisfying careers, we must do everything possible to elevate the teaching profession. Empowering districts to recognize and reward great teaching is just one of the ways Louisiana is supporting teachers to help all students reach the highest standards. For more information about what's to come, visit [www.louisianabelieves.com](http://www.louisianabelieves.com).

**Appendix**

As of April 30, 2013, the districts listed below submitted compensation plans that recognize effective teaching by balancing rewards for effectiveness, demand and experience in the classroom.

<b>Acadia</b>
<b>Allen</b>
<b>Ascension</b>
<b>Assumption</b>
<b>Avoyelles</b>
<b>Baker</b>
<b>Beauregard</b>
<b>Bogalusa</b>
<b>Bossier</b>
<b>Caddo</b>
<b>Calcasieu</b>
<b>Caldwell</b>
<b>Cameron</b>
<b>Catahoula</b>
<b>Claiborne</b>
<b>Concordia</b>
<b>DeSoto</b>
<b>East Baton Rouge</b>
<b>East Carroll</b>
<b>East Feliciana</b>
<b>Evangeline</b>
<b>Franklin</b>
<b>Grant</b>
<b>Iberia</b>
<b>Iberville</b>
<b>Jackson</b>
<b>Jefferson</b>
<b>Jefferson Davis</b>
<b>Lafourche</b>
<b>LaSalle</b>
<b>Lincoln</b>
<b>Livingston</b>

<b>Madison</b>
<b>Morehouse</b>
<b>Natchitoches</b>
<b>Ouachita</b>
<b>Plaquemines</b>
<b>Pointe Coupee</b>
<b>Rapides</b>
<b>Recovery School District</b>
<b>Red River</b>
<b>Sabine</b>
<b>St. Bernard</b>
<b>St. Charles</b>
<b>St. Helena</b>
<b>St. James</b>
<b>St. John the Baptist</b>
<b>St. Landry</b>
<b>St. Martin</b>
<b>St. Mary</b>
<b>St. Tammany</b>
<b>Tangipahoa</b>
<b>Tensas</b>
<b>Terrebonne</b>
<b>Union</b>
<b>Vernon</b>
<b>Washington</b>
<b>Webster</b>
<b>West Baton Rouge</b>
<b>West Carroll</b>
<b>West Feliciana</b>
<b>Winn</b>
<b>Zachary Community Schools</b>