

Proposal for Differentiated Pay Plan
Section 8.41 of the 2014 Appropriations Act, S.L. 2104-100
Guilford County Schools

Overview

The current supply of educators is not meeting the hiring demands of schools across North Carolina. Unless we can retain teachers in North Carolina and attract teachers from other regions, our students will not have access to a high-quality, 21st century education. Guilford County Schools' "Mission Possible" differentiated pay plan will increase student achievement and cohort graduation rates in the district's most highly impacted schools by attracting and retaining highly effective teachers.

Assumptions

Guilford County Schools' differentiated pay plan, "Mission Possible," will operate under several critical assumptions:

1. In order for a differentiated pay plan to effectively recruit and retain highly effective classroom teachers in highly impacted schools, teachers must believe that the program will be sustained over the course of several years. Year to year budget approval of a differentiated pay plans creates distrust that incentives promised will be paid.
2. Employees' perceptions about compensation impacts individual job satisfaction, beliefs about their value to the organization, working conditions, and school climate.
3. Pay incentives will not motivate faculty to work harder. Highly effective teachers already expend maximum time and effort to increase student achievement and cohort graduation rates. Differentiated pay is merely the cost of recruiting and retaining top talent for the purpose of improving outcomes for our students.
4. Employees are more motivated to avert the loss of a pay incentive distributed over time compared to one that is distributed as a one-time payment.
5. Without development and coaching, all faculty will continue to do what they *believe* they *should* be doing to increase student achievement and cohort graduations rates. Differentiated pay offered in isolation is not a comprehensive enough solution to change the educator effectiveness profile of a school or district.

Differentiated Pay Plan

Designed to honor these five assumptions, “Mission Possible” will offer three types of pay incentives, each bound by strategic distribution parameters:

1. Recruitment Incentive for Highly Effective Teachers

Who- Teachers, newly hired into Guilford County Schools, who can provide evidence of two or more years of high value added data (defined as a teacher index score of 1.0 or higher) and who will work in hard-to-staff subject area positions will be eligible for differentiated pay.

Pay- \$5,000 for evidence of two years, \$10,000 for evidence of three or more years.

Distribution- Paid out over ten monthly paychecks, August to May, spanning the first year the teacher works in the hard-to-staff subject area position.

Benefits- Recruits highly effective teachers who **self-select placement** into hard-to-staff subject areas at highly impacted schools.

2. Recruitment Incentive for Hard-to-Staff Subject Areas

Who- Teachers of hard-to-staff subjects are provided with differentiated pay that recognizes that the demand for teachers in certain subject areas exceeds the supply of qualified candidates.

Pay- \$2,000 for 3rd-5th general classroom teachers, 6-8th language arts, and high school English teachers; \$4,000 for 6-12th math and science teachers.

Distribution- Paid out over ten monthly paychecks, August to May, spanning the first year the teacher works in the hard-to-staff subject area position.

Benefits- Recruits highly effective teachers who **self-select placement** into hard-to-staff subject areas at highly impacted schools.

3. Individual Performance Incentive

Who- Teachers of EOG and EOC courses who achieve a teacher index of 1.0+ on their individual value added data report for one or more courses.

Pay- \$10,000 for an index of 1.0+, \$20,000 for an index of 2.0+.

Distribution- Paid out over ten monthly paychecks, the January – December following the receipt and confirmation of data, each year following the verification of VAD.

Benefits- After the first year, recruitment incentives subside and the performance incentive serves to retain highly effective teachers working in hard-to-staff subject area positions at highly impacted schools for at least two more years by distributing the incentive payout across the calendar year following the year (Jan-Dec) in which the high value added data is earned.

Anticipated Results and Impacts

Guilford County Schools anticipates that the implementation of the Mission Possible differentiated pay plan will result in higher student achievement rates and increases in cohort graduation rates. Monetary support from the State of North Carolina, Guilford County, and available federal grant dollars are necessary to ensure the long-term sustainability of this program and its results.