Performance-Based Compensation Reforms that Increase the Percentage of Effective Teachers and Principals, Especially in High-Need Districts

The National Institute for Excellence in Teaching (NIET) is working with more than 70 districts across the country to design and implement performance-based compensation systems that are developed and implemented with broad support from teachers. This work includes partnerships with many states and districts awarded highly competitive federal Teacher Incentive Fund (TIF) grants. The success of these sites in increasing the percentage of highly effective teachers and increasing student achievement growth was highlighted in a report funded by the Joyce and Gates Foundations and released in August 2010.

NIET has worked with teachers unions and associations, and has earned their support and cooperation in the implementation of innovative performance compensation reforms that are based on multiple measures including student growth and classroom observations. In the 2010 national survey of teacher attitudes in TAP schools, 79% of teachers indicated support for NIET’s performance-based compensation reforms.

These reforms address the most important element in a school—human capital. By changing the current pay system, schools can more easily attract and retain the most talented educators.

About the NIET Best Practices Center

With over a decade of on-the-ground expertise, the National Institute for Excellence in Teaching (NIET) supports states, districts and schools in attracting, developing, supporting and retaining high-quality human capital in order to raise achievement levels for all students. Equipped with a diverse staff from education and business—combined with a broad coalition of school practitioners—NIET is a 501(c)(3) nonprofit organization that pursues this mission through two signature initiatives: TAP: The System for Teacher and Student Advancement and the newly created NIET Best Practices Center (BPC).

Based on the knowledge and capability gained from TAP, combined with the growing demand for proven reforms in teacher and principal effectiveness, NIET created the Best Practices Center to meet the need for powerful technical assistance and support. With proven results and leadership in educator quality and reform, the Best Practices Center provides schools, districts and states with Service, Support and Solutions—including direct training and innovative tools and online resources.

For more information, visit www.niet.org, email info@nietbestpractices.org, or call 310-570-4860.

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