

TEACHER  
EVALUATION  
AND  
\_\_\_\_MERIT PAY\_\_\_\_

*An  
Annotated  
Bibliography*

Compiled by  
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# Teacher Evaluation And Merit Pay

**Marjorie Schuster Spaedy**



## Teacher Evaluation And Merit Pay:

Teacher Evaluation and Merit Pay, 1986-03-26 This bibliography includes scholarly journals dissertations papers and books published primarily from 1980 through December 1984 that focus on teacher evaluation and merit pay These materials are presented in separate chapters according to the type of publication in which they appeared In addition to materials identified and annotated from a literature search of several education databases the authors wrote to public school districts with student populations of over 5 000 requesting copies of their teacher evaluation materials They received 348 sets of evaluation documents and these materials are annotated in the chapter entitled School District Publications Other materials prepared by school districts are included in the chapter entitled Papers     A Straightforward Guide to Teacher Merit Pay Gary W. Ritter, Joshua H. Barnett, 2013-05-09 Is your school system considering teacher merit pay Now is the time to understand the potential benefits and pitfalls of performance based teacher pay as well as how today s most successful programs were developed Drawing on substantial research with school districts Gary Ritter and Joshua Barnett provide a step by step approach to setting up a merit pay system in your school district Readers will find An overview of existing merit pay programs and their strengths and weaknesses A review of the 12 most common myths about merit pay and how school leaders can respond Six guiding principles for designing a merit pay program along with how to s and timelines for every phase Guidance on creating balanced assessments based on multiple measures of teacher effectiveness developed in collaboration with teachers Ensure that your district s merit pay program supports teachers professional growth schoolwide progress and student achievement Book jacket     **Teacher Evaluation and Merit Pay** Larry W. Barber, Education Commission of the States, 1983\*     **Reward in a Merit Pay District** Michael Francis Griffin, 1978 ABSTRACT     A Study of Methods of Teacher Evaluation for Merit Pay Audrey L. Gill, 1962     *Merit Pay Programs for Teachers* Stayner Frates Brighton, Cecil J. Hannan, 1962     **Paying for Better Teaching** Samuel B. Bacharach, David B. Lipsky, Joseph B. Shedd, 1984 President Reagan s promotion of merit pay as the main vehicle of educational change has prompted a sharp debate This monograph presents arguments for and against merit pay and assesses its relative worth as a means of improving American education First merit pay is defined as a compensation system linking individual teachers salaries to performance evaluations New style merit pay ties salaries to students standardized test scores instead of to teachers classroom activities Merit pay differs from master teacher plans aimed at increasing hierarchical complexity to construct better career paths for teachers Merit pay can provide monetary incentives rewards feedback administrative controls over the teaching process and retention and recruitment benefits Arguments against merit pay outweigh advantages pay for performance systems overemphasize teachers need for extrinsic rewards and motivators may negatively affect desire for high performance foster teacher rivalry and pose administrative burdens associated with defining and evaluating superior teaching Overall costs and union resistance are even thornier problems Several alternatives are discussed including reforms and exceptions within the unitary

salary schedule career promotions and goal oriented management and participation systems compatible with effective schools research This literature emphasizes cooperative agreements and mutual problem solving as keys to changing school management Appendices include synopses of recommendations of major reports on education 1983 and three sets of data on teacher salaries in relation to salaries in other occupations A bibliography with 57 references is also included MLH **Merit Pay and the Evaluation Problem** Richard J. Murnane,1985 *Merit, Money and Teachers' Careers* Henry C. Johnson,1985-08-12 [Merit Pay, Teacher Evaluation and Motivation](#) Marjorie Schuster Spaedy,1985 **The Relationship Between Student Achievement, Teacher Effectiveness, Merit Pay, and Selective Teacher Demographics in a Rural School District** Jill Webb Faulkner,2019 Teacher merit pay has become popular among policymakers to meet accountability mandates related teacher effectiveness and student achievement Legislation at the federal level has provided grants and financial incentives to state and local districts to implement merit pay plans In 2013 Tennessee required all districts to develop a differentiated compensation plan by revising an earlier differentiated compensation policy from 2008 With more rigorous standards and testing at the forefront of education reform in Tennessee the rural school district in this study developed a strategic compensation plan with bonus pay based on student test scores as one of the components The purpose of this causal comparative study was to examine the effect of teacher merit pay levels on teacher effectiveness and student achievement within a rural school district The study also will consider if there is a difference among the teacher effectiveness levels and student achievement scores and certain moderating variables including content area years of experience gender and education level The participants involved in this study were teachers and students of English I English II Algebra I and Algebra II of the only high school in the district Chi square analysis found that higher teacher effectiveness may have a positive relationship with higher bonuses One way ANOVA analysis determined student achievement scores were significantly lower when the teacher did not qualify for a bonus than at any and every other bonus level Linear regression analyses found significant moderation effects for years of experience education level and content area but not for teacher gender The study highlights the need for conclusive evidence in support of merit based pay before leaders expand upon the compensation plan Keywords merit pay performance pay incentive pay student achievement accountability teacher evaluation teacher effectiveness *Teachers' Perceptions of Merit Pay in Georgia* Jessica Glisson Edenfield,2014 Author s abstract This study explored the perceptions of implementing a merit pay plan as reported by elementary teachers in three rural Georgia school districts one of which was participating in the Race to the Top RT3 initiative The study examined the perceptions of 109 elementary teachers in regard to merit pay implementation models of merit pay factors worthy of reward and the impact that perceptions of school culture has on attitudes towards merit pay The study employed a descriptive survey approach to address the research questions An amended version of the Teacher Survey on Performance Pay was employed to explore the perceptions of participants The majority of responding teachers worked in

the RT3 district Respondents were not in favor of the implementation of a merit pay plan and preferred raising the base salary of teachers The majority of respondents did not favor the presented models of merit pay although a school based plan received a higher response of agreement than the others Respondents indicated that a variety of factors beyond student achievement and teacher evaluations needed to be considered when awarding merit pay and reported unfavorable feelings toward Georgia s proposed formula Concerns regarding factors impacting student achievement were expressed along with frequent concerns for teachers of EIP and inclusion classes and how emphasis on student achievement may impact these areas Results also indicated that perceptions of school culture have no impact on attitudes towards merit pay Respondents reported positive views of school culture yet were not in favor of merit pay implementation Concerns arose regarding potential negative implications that merit pay may hold for school culture such as decreased collaboration and increased competitive feelings Based on comparisons overall responses from the RT3 district were similar to those of the other two districts who were not RT3 participants Neither district type was in favor of merit pay The results of the study indicated an overall negative view of merit pay by teachers with the destruction of the schools collaborative cultures being one of the top concerns Such feelings may be resolved if teachers are active participants when creating a merit pay plan

*Latest Thinking on Appraisal and Improvement of Teacher Performance (merit Pay)* T. G. Tulin,1961

*Teacher Pay and Teacher Quality* James H. Stronge,Christopher R. Gareis,Catherine A. Little,2006-04-05 This review of existing teacher compensation models provides school administrators with a research based approach for developing a compensation system that attracts and retains high quality teachers

**Costs** C. Kent McGuire,1984

Teacher Evaluation Policy Daniel Linden Duke,1995-01-01 Since the beginning of the school reform movement in the early 1980 s various efforts have been made to improve teacher evaluation Most of the initial efforts were designed to promote greater accountability They were characterized by research based performance standards sophisticated classroom observation procedures and extensive training More recently the focus of teacher evaluation has been expanded to include provisions for professional development Supporters of this trend have argued that accountability based evaluation diminishes in value as teachers gain experience and expertise Teacher Evaluation Policy presents case studies describing how new teacher evaluation policies have been created The contributors go behind the scenes to examine the complex negotiations between politicians and special interest groups that accompany policy making They identify the public and the private agendas guiding decision makers What emerges is a vivid portrait of professionals and politicians grappling over the control of education Accounts include the formulation of teacher evaluation policy in North Carolina Louisiana Connecticut Washington State and Great Britain

**The New Handbook of Teacher Evaluation** Jason Millman,Linda Darling-Hammond,1990 The 25 chapters in this handbook examine evaluation purposes processes and methods and discuss how they shape the implementation and outcomes of evaluation Following an introduction in chapter 1 the nine chapters in Part I consider the purposes of evaluation

Chapters 3 4 and 5 are concerned with the evaluation processes that determine selection into teaching preservice evaluation licensure and certification Chapters 6 7 and 8 focus on how evaluation may support the development of greater teaching competencies for beginning and veteran teachers Chapters 9 and 10 consider school accountability and school improvement Part II examines the various methods used to evaluate teachers along with their strengths and limitations as applied to the many purposes of evaluation Chapters 11 and 12 deal with two methods for evaluating inservice teachers classroom observations and ratings of classroom performance while chapter 13 deals with teacher self assessment Chapters 14 and 15 deal with less widely used methods the use of student test scores and the use of teacher portfolios Chapters 16 through 18 address the use of formal tests to evaluate teachers for licensure or certification and chapter 19 discusses combining evaluation data from multiple sources for decision making In Part III some of the system wide concerns that developers and users of evaluation plans must confront are discussed Chapters explore legal ethical administrative and economic aspects of teacher evaluation and ways to improve and support teacher evaluation The use of personnel standards to improve teacher evaluation is also discussed Each chapter contains references Contains six figures and four tables SLD

**Pros and Cons of Merit Pay** Susan Moore Johnson,1984 This booklet examines the premises practicalities history and politics of merit pay for teachers A discussion of the current context of the merit pay debate focuses on the claims made for merit pay programs and the assumptions behind the proposals Following an analysis of similarities and contrasts among merit pay plans the author gives special consideration to the issues in selecting outstanding teachers performance criteria quotas per district temporary or permanent awards and the problems of evaluation With the history of merit pay debate as a background arguments for and against the concept are then summarized Since arguments for merit pay are often drawn from the analogy with business a review of the use of merit pay in business and government concentrates on the government s degree of success in adapting merit pay principles to the public sector The characteristics of a school are then compared to those of businesses where merit pay has been successful Finally the author projects the political prospects of merit pay and assesses its worth in school reform JW

**Teacher Merit Pay Study** North Carolina. Department of Public Instruction. Teacher Merit Pay Study,1963\*

**Merit Pay** Anthony E. Conte,Eugene R. Mason,1972

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