

Teacher Pay & Teacher Quality

Attracting, Developing,
& Retaining the Best Teachers

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Christopher R. Gersh | Catherine A. Little

Teacher Pay And Teacher Quality

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Teacher Pay And Teacher Quality:

Teacher Pay and Teacher Quality Dale Ballou, Michael John Podgursky, 1997 *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 *Teacher Pay and Teacher Quality* James H. Stronge, Christopher R. Gareis, Catherine A. Little, 2012 While many working in the teaching profession cite intangible rewards as reasons for staying in the profession concrete rewards such as salary benefits and working conditions are inextricably linked to recruiting motivating and retaining highly qualified teachers Restructuring Teacher Pay to Reward Excellence National Council on Teacher Quality, 2010 When negotiating new teacher contracts most districts no doubt are focusing discussions on averting wage freezes and massive layoffs But prudent districts those looking for long term solutions to budget problems as well as those seeking to more fairly compensate the most effective teachers are reconsidering the traditional salary schedule which rewards teachers for years of experience and graduate credits More than a half century ago districts developed teacher salary schedules embedding the incentives for both experience and education as a response to real inequities in pay Previously higher salaries had been reserved for principals favorites high school teachers rather than their elementary counterparts and males instead of females But today one can make the case that the current approach to teacher compensation has outlived its usefulness For example accountability systems discourage principals from making salary choices that are not in a school s best interest and anti discrimination laws protect teachers against unjust compensation decisions Most significantly the salary schedule as currently defined does not consider teacher effectiveness making it inherently unfair to talented teachers It has also led to wage compression meaning that teachers with the most aptitude earn no more than teachers with the lowest aptitude rendering teaching an unattractive career choice for talented college graduates This paper argues for wholesale innovations in teacher compensation This paper makes the case that truly effective teacher pay reform is best achieved by aligning compensation with a district s primary needs improving student achievement and placing the best teachers where they are needed most To study this issue in detail this paper drew upon the National Council on Teacher Quality s TR 3 database which contains teacher contracts school board policies and state laws governing the teaching profession in over 100 large school districts This paper also presents additional data sampled from 13 large public school districts Contains 10 figures and 10 footnotes *Teacher Pay and Teacher Quality* James H. Stronge, Christopher R. Gareis, Catherine A. Little, 2006-04-05 This is a good and needed book I would buy it and recommend it to a wide range of educators Kenneth D Peterson Author Professor Portland State University The authors have amassed a tremendous amount of information and assembled it into a very readable book that is an excellent resource Randel Beaver Superintendent Archer City School District TX Attract and retain the highest quality teachers through competitive

compensation programs While many working in the teaching profession cite intangible rewards as reasons for staying in the profession concrete rewards such as salary benefits and working conditions are inextricably linked to attracting developing and retaining highly qualified teachers This timely text examines the fundamental link between teacher pay and teacher quality as well as the extent to which compensation can be aligned with student achievement A range of existing compensation models are reviewed in order to provide a balanced practical research based approach for developing a comprehensive best practice teacher compensation system School administrators can use these synthesized innovative findings to Determine the most practical compensation model for achieving their school s objectives Examine different pay options used across the country Connect their school s compensation program to organizational goals Discover how to attract and retain high quality teachers Advance student achievement and improve teacher retention by developing a deeper understanding of the connection between teacher pay and teacher quality

How Does Teacher Pay Compare? Sylvia A. Allegretto, 2004 Reviews recent analyses of relative teacher compensation and provides a detailed analysis of trends in the relative weekly pay of elementary and secondary school teachers Shows that teacher compensation lags that of workers with similar education and experience as well as that of workers with comparable skill requirements like accountants reporters registered nurses computer programmers clergy personnel officers and vocational counselors and inspectors Finds that teachers weekly wages have grown far more slowly than those for these comparable occupations teacher wages have deteriorated about 14.8 percent since 1993 and by 12.0 percent since 1983 relative to comparable occupations

Teacher Compensation and Teacher Quality Daniel D. Goldhaber, Eric Eide, Albert Yung-Hsu Liu, 2003 Designed to give school district administrators and policymakers a basic understanding of those factors that affect the present and future teacher compensation

Teacher Pay Controversy Mason Ross, AI, 2025-02-21 Teacher Pay Controversy tackles the critical issue of teacher compensation and its significant impact on education The book investigates whether current teacher salaries are adequate how compensation affects teacher recruitment and retention and what policy options exist for reform It highlights the disparity between teacher pay and comparable professions a factor contributing to teacher shortages especially in underserved areas The book emphasizes that re evaluating how we value and reward educators is vital for the future of education The book provides a comprehensive analysis by examining current salary levels benefits and incentive structures It explores research linking pay to the teacher workforce s quantity and quality evaluating compensation models like performance based pay and traditional salary schedules By grounding its arguments in data from national surveys and econometric studies the book offers a robust evidence based perspective This approach allows for a thorough examination of the economic realities and their effects on education policy Addressing ongoing debates about performance based pay and salary schedules this book offers valuable insights for policymakers administrators and anyone interested in improving education quality Its comparative analysis of teacher compensation policies across different states and countries provides

practical recommendations The book progresses from establishing a baseline understanding to evaluating various compensation models culminating in policy recommendations for creating more equitable and effective teacher compensation systems School Finance and Teacher Quality Margaret L. Plecki, David H. Monk, 2014-01-09 The yearbook is organized around four issues each of which can be viewed as representing an important focal point to improve teacher and teaching quality and having important implications for school finance The issues are 1 teacher recruitment induction and retention 2 the ongoing professional development of teachers 3 equity in the allocation of teaching resources 4 teacher compensation and workplace conditions Evaluating and Rewarding the Quality of Teachers: International Practices OECD, 2009-11-06 This book identifies good practices in the design and implementation of evaluation and teacher incentive systems from various perspectives through formulation stakeholder negotiation implementation monitoring and follow up *Teacher Quality and Education Policy in India* Preeti Kumar, Alexander W. Wiseman, 2021-03-31 By drawing on quantitative data and qualitative analyses of five major national education policies implemented in India over the last 15 years this comprehensive volume explores their impact on teacher quality and perceived effectiveness explaining how this relates to variations in student performance Responding to a national agenda to increase the quality of the Indian teacher workforce *Teacher Quality and Education Policy in India* critically questions the application of human capital theory to Indian education policy Chapters provide in depth and strategically structured analyses of five national policies including the recently approved National Education Policy NEP 2020 to see how Indian policymakers use teacher quality as a driver and measurement of education and national economic development Ultimately the text offers evidence based policy recommendations to improve teacher quality in India suggesting that while all five policies have contributed significant frameworks and recommendations for teacher quality reform they have failed to move beyond a symbolic function Given its rigorous methodological approach this book will be a valuable addition to the under researched question of education policymaking in postcolonial contexts It will be an indispensable resource not only for scholars working on policymaking in the Indian context but also for those working at the intersection of education teacher development and policymaking in developing countries Effective Teachers=Student Achievement James Stronge, 2013-07-23 Research has shown that there is no greater influence on a student's success than the quality of his or her teacher This book presents the research findings which demonstrate the connection between teacher effectiveness and student achievement Author James Stronge describes and explains the value added teacher assessment research that has emerged in the past decade and demystifies the power and practices of effective teachers *School Finance and Teacher Quality* Margaret L. Plecki, David H. Monk, 2014-01-09 The yearbook is organized around four issues each of which can be viewed as representing an important focal point to improve teacher and teaching quality and having important implications for school finance The issues are 1 teacher recruitment induction and retention 2 the ongoing professional development of teachers 3 equity in the allocation of teaching resources 4 teacher compensation

and workplace conditions Teacher Quality, Teaching Quality, and School Improvement Leslie S. Kaplan, William A. Owings, 2002 A guide for school administrators in identifying hiring and supporting high quality teachers **The Economics of Education** Steve Bradley, Colin Green, 2020-01-20 The Economics of Education A Comprehensive Overview Second Edition offers a comprehensive and current overview of the field of that is broadly accessible economists researchers and students This new edition revises the original 50 authoritative articles and adds Developed US and European and Developing Country perspectives reflecting the differences in institutional structures that help to shape teacher labor markets and the effect of competition on student outcomes **Monthly Labor Review** , 2012 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews **Improving Teacher Quality** Sabrina W. Laine, Molly Lasagna, Ellen Behrstock-Sherratt, 2010-12-07 Techniques for the difficult task of improving teacher quality No one stakeholder group can realize lasting change on their own nor can any reform initiative focusing on just one type of strategy create the workplace conditions needed to truly build capacity within the education profession Rather stakeholders must focus on collaborating reaching common understanding and prioritizing for ultimate impact on the quality of teachers and teaching This book discusses research and concrete examples of practice tied to teacher quality intended to improve eight key interrelated factors Preparation Recruitment Hiring Induction Professional Development Compensation and Incentives Working Conditions and Performance Management Offers a framework and strategies for understanding the issues that make up the teacher quality question Written for educational leaders superintendents district administrators teacher leaders and principals as well as policy makers and other stakeholders Filled with illustrative examples teacher quality The author addresses the most important factor that affects student achievement the quality of the teacher Selected Papers in School Finance, 2000-01 , 2000 Selected Papers in School Finance , 2000 **Handbook of the Economics of Education** Eric A. Hanushek, Stephen J. Machin, Ludger Woessmann, 2010-11-11 How does education affect economic and social outcomes and how can it inform public policy Volume 3 of the Handbooks in the Economics of Education uses newly available high quality data from around the world to address these and other core questions With the help of new methodological approaches contributors cover econometric methods and international test score data They examine the determinants of educational outcomes and issues surrounding teacher salaries and licensure And reflecting government demands for more evidence based policies they take new looks at institutional features of school systems Volume editors Eric A Hanushek Stanford Stephen Machin University College London and Ludger Woessmann Ifo Institute for Economic Research Munich draw clear lines between newly emerging research on the economics of education and prior work In conjunction with Volume 4 they measure our current understanding of educational acquisition and its economic and social effects Uses rich data to study issues of high contemporary policy relevance Demonstrates how education serves as an important determinant of economic and social outcomes Benefits from the globalization of research in the economics of

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