

State Board of Education Superintendent Update



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Timeline of Efforts to Improve Teacher Pay

1998-2002: State Board examines teacher certification and pay for performance through the MOST Committee (Maximizing Opportunities for Students and Teachers)

“Aggressively pursue improving teacher quality. Teacher quality was singled out because... It is the most effective way to improve student progress/achievement.”

“Committee recommends that the single tiered certification system be replaced by a three-tiered, performance based licensure process by 2004.”



Timeline of Efforts

- 2005-2006: State Board creates a pay for performance committee chaired by Reed DeMourdaunt
- 2007: Idaho Legislature Interim Committee: Teachers Salaries Taskforce
- 2007: Department of Education works with stakeholders to create ISTARs:



Idaho State Teacher Advancement and Recognition System (ISTARS)

Student Achievement: Up to \$1200 if the school reached the top quartile of growth on a statewide level as measured by the ISAT.

Local Control: Districts could offer more compensation for hard to fill positions up to \$1,200 per person for up to 10 percent of the staff.

Leadership: Up to \$1,200 per person for taking on other duties

\$46 million plan. Teachers could earn up to \$6,800 a year.



Timeline of Efforts

Fall, 2007: Idaho Department of Education holds teacher and community meetings to explain ISTARS plan.

2008: Scaled back ISTARS fails on the Senate Floor.

2008: IEA suggests weTEACH plan.

2008: Legislature creates Teacher Evaluation Taskforce.



weTEACH

Group-based performance awards:

Created at the local level and plan submitted to the Legislature

Knowledge and skill base pay:

Novice, professional and master teachers.

Career foundation pay:

The “grid”



Timeline of Efforts

2008: Education Alliance is created by Governor and J.A. Kathryn Albertson Foundation

All stakeholders met for almost one year and created goals for Idaho's education system.

“Idaho will have a teacher compensation plan that will tie pay to, in part, performance-based assessments such as student achievement gains, hard to fill positions, and leadership roles. (2012)”

“Idaho will increase the availability of highly qualified teachers, with majors in their subject, especially in priority subjects, by a percentage to be defined, using data from Measuring Up. (2012)”



Timeline of Efforts

2009: Teacher Evaluation Rule passes Legislature.

2009: Superintendent Luna works with stakeholders to craft a pay for performance system for Race to the Top Grant. Districts sign up for grant.

79 districts and charters schools in Idaho sign up for Race to the Top which included a pay for performance plan based on growth in student achievement on a state and local level, leadership bonuses, and hard to fill positions. More than \$50 million would be distributed over four years.

2010: Idaho does not receive Race to the Top.



Timeline of Efforts

2011: Legislature passes pay for performance as part of Students Come First.

Plan includes a roll out of teacher pay increases for growth in student achievement based on state and local measures, leadership duties, and hard to fill positions. Teachers could earn up to \$8,000 in bonuses.

2012: Voters reject Prop 2 and pay for performance programs under Students Come First are eliminated. Bonuses are paid.



Timeline of Efforts

December 2012: Governor's Taskforce created.

2013: Legislature creates differential pay for school districts as a stop gap measure.

September 2013: Governor's Taskforce votes for career ladder concept.

2014: Legislature funds leadership bonuses as the first step in the career ladder.



Timeline of Efforts

“We recommend a phased implementation of a Career Ladder of teacher compensation. The model proposed combines competitive salaries with incentives, rewards and accountability. Further, we believe it should be tied to a revised system of state licensure.”



Two Decades of Conversation and Evaluation

18 years of documented efforts at a State Board of Education, Legislative, Department of Education and stakeholder level:

1998-2002	MOST Committee
2005-2006	State Board Pay for Performance Committee
2007	Interim Legislative Committee
2008	ISTARS
2009	Education Alliance
2010	Race to the Top
2012	Students Come First
2013	Governor's Taskforce

