

# Fiscal Stability/Effective Teachers and Leaders Subcommittee



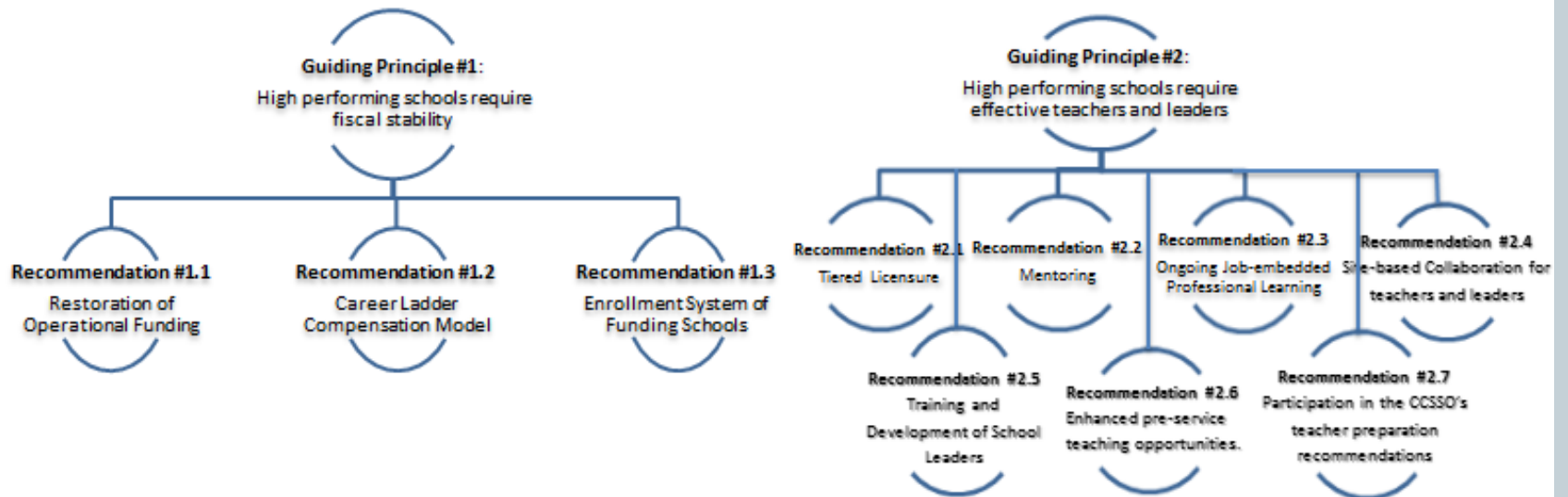
**TASK FORCE  
FOR IMPROVING EDUCATION**

**FRIDAY, AUGUST 23, 2013**

# OVERVIEW

## High Performing Schools Statewide

Measure: 60% Postsecondary Completion



# Guiding Principle #1: High Performing Schools Require Fiscal Stability



In order for schools to achieve the student performance required of a world-class education system, the state needs a more equitable and adequate funding system.



# Recommendation #1.1

## Restoration of Operational Funding



# Recommendation #1.2

## Career Ladder Compensation Model

# Rationale for Career Ladder Proposal



- Most districts are unable to match the teacher salaries paid by a handful of wealthier districts.
  - This creates instability in staffing for most districts and is not reflective of the uniformity required by the Idaho Constitution.
- The lack of competitive, professional level salaries causes schools to lose teachers to other states and professions.
- The current salary grid fails to incorporate any evaluation of effectiveness as a criteria for advancement.

# Benefits of Career Ladder



- Teachers would earn significantly higher salaries than are possible for most districts under the current funding formula.
- Parents, patrons, taxpayers, trustees and legislators would gain a teacher compensation system with greater accountability and emphasis on effectiveness.
- School districts would gain access to resources to reward teachers for leadership roles.
- Statewide Career Ladder standardized pay schedule would reduce staffing instability.
- Idaho public school salaries would be more competitive with other states and the private sector.



# Recommendation #1.3 Enrollment Model of Funding Schools



# Guiding Principle #2: High Performing Schools Require Effective Teachers and Leaders



The classroom teacher is the most important school-related determinant of student achievement. Effective teachers increase student success, close achievement gaps and foster a student's ability to learn. This results in lower dropout rates, higher numbers of students going on to postsecondary experiences and increased employment and earnings opportunities. Strong administrators and leaders enable teachers to develop, grow and succeed in their profession.



# Recommendation #2.1

## Tiered Licensure



# Recommendation #2.2

## Mentoring



# Recommendation #2.3

## Job-embedded Professional Learning



# Recommendation #2.4 Site-based Collaboration



**Recommendation #2.5: Training and development of school administrators, superintendents, and school boards.**



Recommendation #2.6  
Enhanced Pre-service  
Teaching Opportunities



**Recommendation #2.7  
Participation in CCSSO's  
Teacher Preparation Work**





**Thank you to the committee!**