



TEACHER COMPENSATION MODELS AND ADVANCED TEACHING ROLES

Joint Appropriations Committee on
Education

March 26, 2019

Participating LEAs

LEA	Total Funding	Funding Cycle
Chapel Hill-Carrboro City Schools	\$1,871,857	2016-17
Charlotte Mecklenburg Schools	\$2,645,131	2016-17
Edgecombe County Schools	\$943,480	2016-17
Pitt County Schools	\$3,689,352	2016-17
Vance County Schools	\$898,000	2016-17
Washington County Schools	\$132,180	2016-17
Bertie County Schools	\$335,326	2018-19
Halifax County Schools	\$347,529	2018-19
Hertford County Schools	\$421,551	2018-19
Lexington City Schools	\$395,594	2018-19
Total (Recurring State Funds)	\$10,871,800	

Thematic Features of Grants

- Expand impact of highly effective teachers
- Improve overall teaching effectiveness
- Targeted professional learning for improved student achievement
- Promote leadership roles that keep teachers in classrooms
- Increased compensation for highly effective teachers



Advanced Teacher Selection

- Most districts have developed rigorous selection processes for selecting advanced/master teachers
- Selection criteria includes:
 - Strong evidence of student growth
 - High ratings on evaluation instrument
 - Recommendation by peers/supervisors
 - Evidence of effective teaching practices

Impact on Student Achievement

- Evaluation by Friday Institute – Sept. 2018
- Implementation of pilot makes it difficult to make causal relationship
- Current data collection mostly qualitative
- Friday Institute has options for conducting limited quantitative analyses.

LEA Perspective

- NCDPI conducts quarterly meetings with grantees
- NCDPI does not “manage” these pilots, but supports the grantees
- Most participants report culture-building aspect of pilot strong
- Most participants express concerns about ability to continue program after grant funds end.

Moving Forward

- Continue to support work of the four new grantees
- Explore options for LEAs not receiving a grant but engaging in the work of teacher leadership
- Develop growth measures for advanced teacher roles
- Create evaluation rubric specific to advanced teaching roles