

# Teaching and performance-related pay: a study of its introduction, effects and future in schools.

[University of Surrey] - Performance pay will stop struggling schools attracting top teachers



Description: -

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## Pay for Performance: What Are the Issues?

The accountability framework is such that a leader is taking a risk, in terms of career progression, in taking on a low-attaining school. We find that frontloaded compensation schemes — those that allocate greater salary returns to experience to novice teachers — are associated with better performance in multiple grades and throughout the achievement distribution.

## Teacher performance, compensation and measurement

The use of teacher salary adjustments for outstanding performance is significantly associated with math, science, and reading achievement across countries.

## Performance pay will stop struggling schools attracting top teachers

Results avoid bias from within-country selection and are robust to continental fixed effects and to controlling for non-performance based forms of teacher salary adjustments.

## Pay for Performance: What Are the Issues?

These factors make the issue of teacher performance difficult to fit into an easy narrative, as local education policy debates are inextricably tied to larger political and economic patterns.

## Pay for Performance: What Are the Issues?

The freedom to reward excellence, through salary adjustments, whether time-defined or permanent, is one which most leaders will relish. .

## Pay for Performance: What Are the Issues?

. We argue that districts are likely to benefit from structuring salary schedules with greater experience returns early in the teaching career.

### **Pay for Performance: What Are the Issues?**

The NEU survey of pay progression outcomes for 2017 found that almost a fifth 19% of those eligible for progression, and who had been notified of the outcome of the pay decision, had been denied it. And how will a school find the money to reward all its excellent teachers, particularly if it has large numbers? Late hires perform less well than those hired before the school year starts. HKS will never sell your email address or other information to a third party.

### **Pay for Performance: What Are the Issues?**

Our results also offer information on the types of practices that are most effective at raising achievement.

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