

Overview of New Teacher Compensation, Recruitment, and Retention Funding in SB 800 and Program Updates

Senate Finance Subcommittee on Education

January 10, 2013

New Programs for FY14 in SB 800

- **Compensation Supplement for SOQ instructional positions**
- **Strategic Compensation Grants**
- **Virginia Center for Excellence in Teaching**

Proposed Compensation Supplement for Funded SOQ Instructional Positions



Proposed Compensation Supplement for Funded SOQ Instructional Positions

- The Governor's amended budget proposes funding the state's share of a two percent salary increase for all funded SOQ instructional positions in FY14, effective July 1, 2013.
- The state's share of the cost to fund this salary increase is approximately \$58.7 million in FY14.
- Funded SOQ instructional positions based on the SOQ staffing standards include teachers, principals, assistant principals, guidance counselors, librarians, and instructional aides.

Proposed Compensation Supplement for Funded SOQ Instructional Positions

- These compensation supplement funds are intended to be incentive funds and will not be included as part of required local effort.
- In order to receive the state funds, a local match will have to be provided based on the composite index of local ability to pay and divisions will have to certify that a 2% increase will be provided to instructional positions.
- This funding is contingent on passage of the Educator Fairness Act, as proposed by the Governor and submitted to the 2013 Session of the General Assembly for approval.

Strategic Compensation Grants



Strategic Compensation Grants

- The Governor's amended budget provides \$15 million in FY14 to support the implementation of the Strategic Compensation Grants Initiative.
- This initiative will award competitive grants to school divisions that design and implement compensation systems for teachers that provide incentives based on each participating school division's strategic goals and objectives.
- Localities may apply for this grant program by submitting a proposal to the Department of Education by July 15, 2013.

Strategic Compensation Grants

- Incentives may include, but are not limited to:
 1. Rewarding teachers who help students make significant academic progress.
 2. Rewarding teachers who seek opportunities to assist in the leadership needs of the school division, such as serving as instructional coaches or professional developers.
 3. Providing pay incentives for effective teachers with needed expertise who are willing to transfer to hard-to-staff or low-performing schools.
 4. Providing incentives for team performance in schools that achieve student learning goals.
 5. Rewarding effective teachers who are assigned to teach critical shortage areas, such as mathematics and special education.

Strategic Compensation Grants

- Proposed incentive models should:
 - Be consistent with the Board of Education's evaluation standards and criteria.
 - Include measureable student academic progress achievement goals.
 - Include teacher professional development.
 - Have a maximum payment to a teacher of \$5,000 per year.

Virginia Center for Excellence in Teaching



Virginia Center for Excellence in Teaching

- The Governor's amended budget proposes \$220,191 in FY14 to establish the Virginia Center for Excellence in Teaching.
- The center will provide a series of residential summer professional development academies for exemplary teachers.
- The Department of Education will solicit proposals from institutions of higher education to create and operate the center.
- The curriculum will be designed to feature national issues, current research, and educational trends with a focus on instruction, supervision, and other educational needs that may arise.

Virginia Center for Excellence in Teaching

- Teachers that are eligible for consideration for the center must meet the following criteria:
 - Have a valid teaching license issued by the Department of Education;
 - Have a minimum of five years of successful teaching experience;
 - Have a consistent record of effective instruction; and,
 - Have demonstrated leadership ability.

Program Updates; Expansions in SB 800

- **Teacher Salary Survey**
- **Virginia Performance Pay Incentives Pilot**
- **STEM Teacher Bonus (update & expansion)**
- **Preparation Pilot Initiative (i.e., MASTERI)**
- **Virginia Teaching Scholarship Loan**

Program

Teacher Salary Survey



Teacher Salary Survey

- Represents actual expenditures for school year 2011-2012 and budgeted expenditures for school year 2012-2013.
- Average classroom teacher salary (includes librarians and guidance counselors):
 - 1.11% increase in the actual statewide average for school year 2011-2012.
 - For school year 2012-2013, the average budgeted classroom teacher salary will increase by 0.89% statewide.
- Full report provided as Attachment A.

Classroom Teacher Average Salary

Virginia Average Teacher Salaries (includes librarians & guidance counselors)

		Actual Annual Increase		Salary Increase per Appropriation Act		
School Year	Average Salary	Dollars	Percent	State Funded Increase	Effective Date	Effective Annualized Increase
2007-2008	\$50,511	\$1,380	2.81%	3.00%	12/1/2007	1.75%
2008-2009	\$52,309	\$1,798	3.56%	0.00%	n/a	0.00%
2009-2010	\$51,894	(\$414)	(0.79%)	0.00%	n/a	0.00%
2010-2011	\$51,524	(\$370)	(0.71%)	0.00%	n/a	0.00%
2011-2012	\$52,096	\$572	1.11%	0.00%	n/a	0.00%
2012-2013	\$52,561	\$465	0.89%	0.00%	n/a	0.00%
Average, 2008-2013		\$572	1.14%	0.50%		0.29%

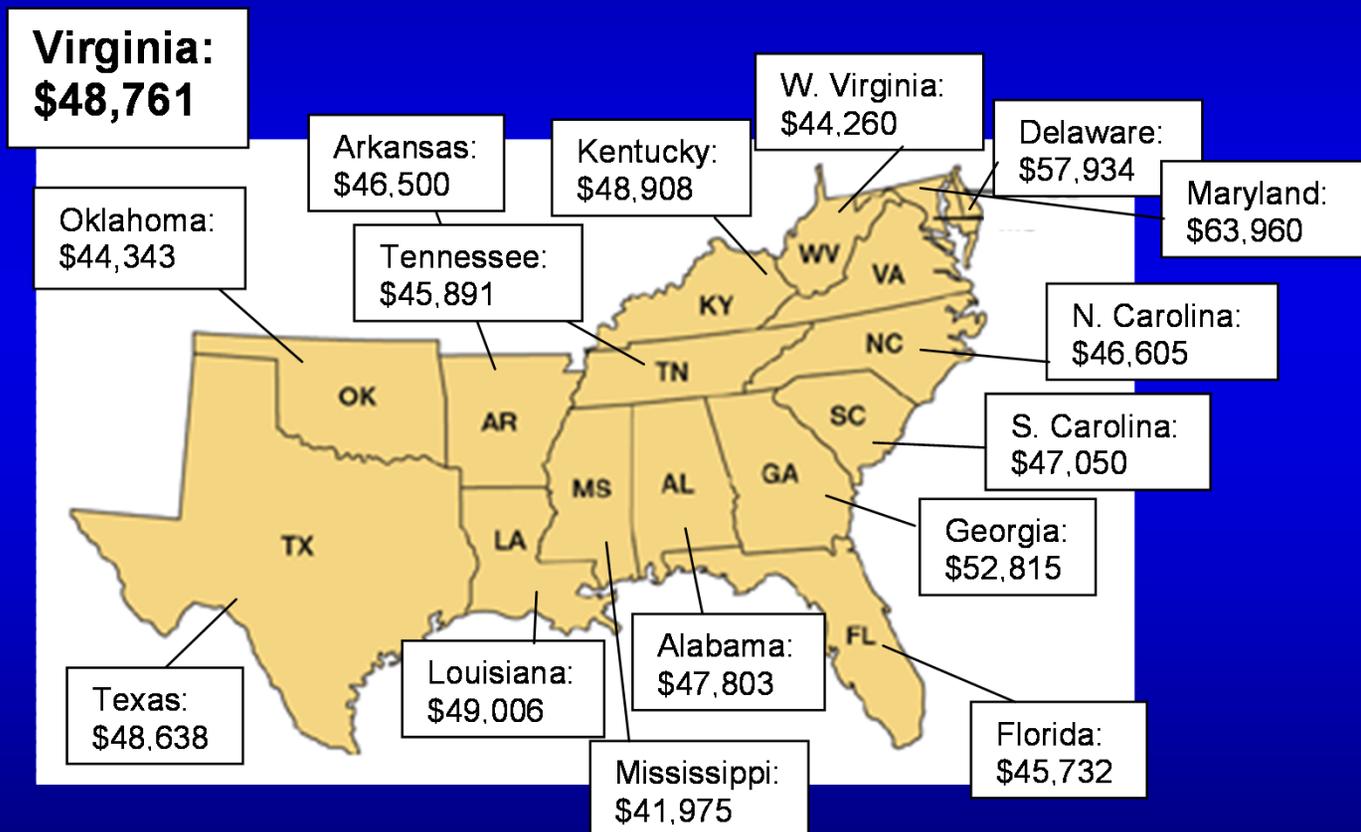
Virginia's Avg. Teacher Salary has Trailed the National (NEA) Avg. in Recent Years

- In school year 2010-2011, Virginia ranked 30th out of the 50 states, plus DC.

School Year	Virginia Average	National Average	Dollar Difference	Percent Difference
2004-2005	\$42,768	\$47,674	(\$4,906)	(10.29%)
2005-2006	\$43,569	\$49,109	(\$5,540)	(11.28%)
2006-2007	\$45,573	\$50,816	(\$5,243)	(10.32%)
2007-2008	\$46,796	\$52,308	(\$5,512)	(10.54%)
2008-2009	\$48,365	\$54,319	(\$5,954)	(10.96%)
2009-2010	\$50,015	\$55,202	(\$5,187)	(9.40%)
2010-2011	\$48,761	\$55,623	(\$6,862)	(12.34%)
Average, FY 2005 – FY 2011			(\$5,601)	(10.73%)

Note: The salaries above are based on the NEA methodology, which includes substitute and homebound teachers. However, these salaries do not include guidance counselors, librarians, instructional technology positions, and supplemental salary expenditures which are included in Virginia's average teacher salary methodology on the previous slide and published in the Teacher Salary Survey Report.

Comparison of Avg. Teacher Salaries among Southern Regional Education Board (SREB) States, 2010-2011:



Division Average Salary Changes for School Year 2011-2012

Average Salary Increase/Decrease Distribution School Year 2011-2012¹

Percentage Increase/Decrease	Number of School Divisions
Decrease	59
0% to 2% Increase	37
2.01% to 4% Increase	21
4.01% to 6% Increase	5
Greater than 6.01% Increase	10
Average % Salary Increase	1.11%

¹ Based on actual school division salaries as reported by school divisions and regional programs on the Annual School Report.

Virginia Performance Pay Incentives Pilot



Virginia Performance Pay Incentives Pilot

Purposes:

- **To reward teachers in Hard-to-Staff Schools up to \$5,000 and teachers in schools with federal School Improvement Grants up to \$3,000 who received an “exemplary” summative evaluation rating. The evaluation was based on student academic progress (40% of the summative eval.) and six other performance standards during the 2011-2012 school year.**
- **To pilot the Virginia Board of Education’s *Uniform Performance Standards and Evaluation Guidelines for Teachers*.**
- **To provide training to pilot school division personnel in the implementation of the teacher evaluation system.**

Virginia Performance Pay Incentives Pilot

	Hard-to-Staff (HTS) Schools [State Funded]	Schools with School Improvement Grants (SIG) [Federally Funded]	TOTAL
Number of Participating School Divisions	6	8	13*
Number of Participating Schools	9	16	25
Number of Participants	340	442	782
Number of Incentive Awards	125 (37%)	100 (23%)	225 (29%)
Approximate Total of Incentive Awards (incl. FICA) for Hard-to-Staff Schools and Schools in Improvement	\$597,673	\$322,950	\$920,623

**One school division had both a HTS school and several SIG schools participating in the pilot.*

Virginia Performance Pay Incentives Pilot

RMC Research Corporation conducted an independent evaluation of the Pilot. Some of the major findings and recommendations are as follows:

- **Strong training and technical assistance was provided to principals and teachers in pilot schools in a variety of modes and formats.**
- **The short time frame for implementation resulted in a steep learning curve for principals and teachers.**
- **Internal consistency measures showed principals reliably used standards in making judgments across teachers.**
- **In general, principal knowledge and understanding of the VPPI model and perceptions of fairness, feasibility, value and success of implementation were higher than teacher perceptions on the same topics. Some principals expressed a need for additional assistance, especially in Standard 7-Student Academic Progress.**
- **Some teachers responded that they were significantly challenged by time and effort constraints, as well as the ability to effectively use the guidelines to promote data-driven instructional change that would improve student learning.**
- **In general, the VPPI was found to be well-designed, with only refinements suggested.**

***Teacher Recruitment and
Retention Mathematics,
Physics, and Technology
Education Bonus Pilot (STEM
Teacher Bonus)***



STEM Teacher Bonus - FY13 Update

- Chapter 3 budget provided \$500,000 in FY13 to conduct a pilot to attract, recruit, and retain new teachers of mathematics, physics, and technology education.
- The Teacher Recruitment and Retention Mathematics, Physics, and Technology Education Bonus Pilot will provide bonuses in FY13 to new teachers with no teaching experience who meet specified criteria and are employed in a Virginia public middle or high school.

STEM Teacher Bonus - FY13 Update

- Teachers are eligible for \$5,000 initial incentive award after completion of first year with satisfactory performance evaluation and contract for the following year.
- 100 teachers in 50 school divisions currently participating:
 - Endorsed in mathematics (90), technology (8), physics (1), and both mathematics and physics (1).
 - Hold Collegiate Professional Licenses (36), Postgraduate Professional Licenses (43), and Provisional (Career Switcher) Licenses (21).

STEM Teacher Bonus - FY13 Participants

School Division	Number of Participants
Albemarle County Public Schools	1
Alexandria City Public Schools	2
Alleghany County Public Schools	1
Arlington County Public Schools	5
Augusta County Public Schools	1
Bedford County Public Schools	5
Bristol City Public Schools	1
Campbell County Public Schools	2
Charlottesville City Public Schools	3
Chesapeake City Public Schools	5
Chesterfield County Public Schools	2
Clarke County Public Schools	1
Culpeper County Public Schools	1
Danville City Public Schools	1
Fairfax County Public Schools	12
Fauquier County Public Schools	1
Fluvanna County Public Schools	1
Franklin County Public Schools	1
Frederick County Public Schools	1
Fredericksburg City Public Schools	2
Hampton City Public Schools	2
Hanover County Public Schools	2
Harrisonburg City Public Schools	1
Henrico County Public Schools	1
Loudoun County Public Schools	4
Lynchburg City Public Schools	1

School Division	Number of Participants
Manassas City Public Schools	1
Mecklenburg County Public Schools	1
Montgomery County Public Schools	1
New Kent County Public Schools	1
Newport News City Public Schools	3
Norfolk City Public Schools	3
Portsmouth City Public Schools	1
Prince George County Public Schools	1
Prince William County Public Schools	2
Pulaski County Public Schools	1
Richmond City Public Schools	4
Roanoke City Public Schools	2
Roanoke County Public Schools	2
Rockingham County Public Schools	1
Shenandoah County Public Schools	2
Spotsylvania County Public Schools	1
Stafford County Public Schools	4
Sussex County Public Schools	1
Washington County Public Schools	1
Waynesboro City Public Schools	2
Westmoreland County Public Schools	1
Williamsburg-James City County Public Schools	1
Wise County Public Schools	1
York County Public Schools	2
TOTAL	100

STEM Teacher Bonus - Proposed FY14 Expansion

- Chapter 3 budget provided \$100,000 in FY14.
- SB 800 provides additional funding of \$708,000 for total FY14 funding of \$808,000 and expands teacher eligibility for bonuses.
- Increased state funding is supported by the transfer of funding from the existing Virginia Teaching Scholarship Loan Program, which would be eliminated effective in FY14.

STEM Teacher Bonus - Proposed FY14 Expansion

- **Teacher eligibility for bonuses would be expanded in FY14 as follows:**
 - **up to three years of teaching experience or reassigned from a fully-accredited school to a non-fully-accredited or HTS school (from first year of teaching only);**
 - **employed full-time as a teacher of middle education 6-8 mathematics, mathematics-algebra I, mathematics, middle education 6-8 science, biology, chemistry, Earth and space science, physics, and technology education assigned to a middle or high school (from math, physics, and technology ed. only); and**
 - **licensed with an endorsement in Middle Education 6-8: Mathematics, Mathematics-Algebra I, Mathematics, Middle Education 6-8: Science, Biology, Chemistry, Earth and Space Science, Physics, and Technology Education and assigned to a teaching position in these endorsement areas (from math, physics, and technology only).**



***Preparation Pilot Initiative –
Referred to as the Mathematics
and Science Teacher Education
Reform Initiative (MASTERI)***



MASTERI Funding

- The 2012 General Assembly provided \$300,000 in FY13 and \$400,000 in FY14 to establish a comprehensive pilot to recruit students to major in the fields of mathematics and science to help alleviate the shortage of qualified teachers in these fields.
- The intent was to create a program modeled after the University of Texas at Austin's "UTeach" program.

MASTERI Design

- UTeach began in 1997 to reform secondary mathematics and science teacher preparation programs by recruiting college freshmen mathematics and science majors to allow them to complete their major as well as the requirements for a teaching license within four years.
- In September 2012, the VDOE issued a RFP for an institution of higher education to develop the Mathematics and Science Teacher Education Reform Initiative (MASTERI) based on the UTeach model.



MASTERI RFP Components

- Like UTeach, the Virginia RFP required that students:
 - graduate with a major in mathematics or science and teaching licensure in 4 years;
 - have ongoing experiences teaching in local classrooms beginning in their first semester of the program; and
 - take professional courses that are discipline specific, based on current research, taught by research faculty, and focused directly on STEM teaching and learning.

- Additionally, an institution could choose to replicate the UTeach model and become a UTeach affiliate.

MASTERI Proposal Selection

- Five Virginia universities submitted intent-to-submit notifications.
 - Ultimately, only one proposal for the two-year, \$700,000 award was received.
 - Review of and negotiated changes to the proposal by a secondary and higher education team is currently under way.

- An award of funding is expected to be made by the end of January 2013.

Virginia Teaching Scholarship Loan Program



Virginia Teaching Scholarship Loan Program

Purpose: The primary purpose of the Virginia Teaching Scholarship Loan Program is to provide financial support to candidates preparing to teach in one of Virginia's critical shortage teaching areas.

Eligibility Criteria: Candidates must:

- be enrolled full or part-time in an approved program;
- maintain a cumulative grade point average of at least 2.7 on a 4.0 scale or its equivalent; and
- be nominated for such scholarship by the institution where enrolled.

Applicants also must be a:

- candidate in a teacher program in a critical shortage area;
- male candidate in an elementary or middle school program;
- minority candidate in any teacher endorsement area; or
- candidate in a career and technical education endorsement area.

Virginia Teaching Scholarship Loan Program

- **FY13 Funding: \$708,000**
(The scholarship/loan amounts are based on \$3,720 per year for full-time students and are prorated for part-time students.)
- **Number of Awards in FY2013: 199**
- **Obligation: Recipients must teach in Virginia public schools in the first full academic year after becoming eligible for a teaching license in accordance with the promissory note and teach for the same number of years the scholarship was awarded or pay back the loan with accrued interest.**

Va. IHEs with Approved Teacher Prep. Programs (Eligible to Receive VTSLP Funding)

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| <ul style="list-style-type: none">▪ Averett University▪ Bluefield College▪ Bridgewater College▪ Christopher Newport University▪ College of William and Mary▪ Eastern Mennonite University▪ Emory and Henry College▪ Ferrum College▪ George Mason University▪ Hampton University▪ Hollins University▪ James Madison University▪ Liberty University▪ Longwood University▪ Lynchburg College▪ Mary Baldwin College▪ Marymount University▪ Norfolk State University▪ Old Dominion University | <ul style="list-style-type: none">▪ Radford University▪ Randolph College▪ Randolph-Macon College▪ Regent University▪ Roanoke College▪ Saint Paul's College▪ Shenandoah University▪ Sweet Briar College▪ University of Mary Washington▪ University of Richmond▪ University of Virginia▪ University of Virginia's College at Wise▪ Virginia Commonwealth University▪ Virginia Intermont College▪ Virginia State University▪ Virginia Tech▪ Virginia Union University▪ Virginia Wesleyan College |
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