

Rewards Associated With (Improving Student) Achievement or Graduation Rate

District and School Improvement at American Institutes for Research (AIR)

AIR's District and School Improvement Center (<http://revivingschools.org/>) provides a smart, real-world, hands-on approach to school improvement that is based on a framework grounded in research and refined by practice. Instead of implementing a one-size-fits-all program, we identify the needs specific to districts and schools and provide guidance for modifying existing programming or starting fresh. District and School Improvement Center staff believe that sustained district and school turnaround and transformation can be achieved through building capacity at all levels of the educational system and developing a strong collaborative partnership among teachers, leaders, families, and communities.

Background

Compensation and incentive systems and structures must be reenvisioned in order to compete for the quality talent required for successful school turnaround. Low-performing schools experience higher rates of teacher turnover and greater difficulty in retaining effective teachers (Ingersoll, 2001; Ingersoll, 2004). In order to address retention of effective teachers, districts often require innovative solutions to reward and incentive challenges, including compensation redesign, teacher leadership opportunities, and career-ladder structures.

Service Description

AIR supports designing and sustaining new compensation and incentive systems that add flexibility, reward performance, and provide teachers with opportunities for advancement within teaching. Through our years of leading work for the Center on Great Teachers and Leaders (www.gtlcenter.org) and the Center for Compensation Reform on innovative compensation and incentive systems, we have the experience needed to help your district with one, all, or any combination of the following services:

- Designing compensation and incentive systems
- Creating compensation-focused communication strategies
- Evaluating the reform initiative
- Creating career-path options and structures

Value We Bring

By partnering with AIR, your school will create stronger talent management structures that add flexibility, reward performance, and provide teachers with opportunities for advancement within teaching in order to improve the climate and job satisfaction—and ultimately attract, support, and retain the best talent.

Ken Byalin, John W. Lavelle Preparatory Charter School (Staten Island, NY), 347-630-1767, kbyalin@lavelleprep.org