

Performance -Based Compensation

Planning Resources from the Center for Educator Compensation Reform

For districts that are considering the design and implementation of a performance-based compensation initiative, extensive resources to guide that work are available through the U.S. Department of Education-funded *Center for Educator Compensation Reform* (CECR). CECR's recently redesigned and expanded website (www.cecr.ed.gov) has resources that can support districts in the earliest phases of compensation reform, can guide districts through the complex implementation process, and can assist districts that are considering applying for a Teacher Incentive Fund (TIF) grant.

The CECR website section titled “**New to Performance-Based Compensation**” (<http://www.cecr.ed.gov/compensation/>) features an in-depth introduction and discussion of six critical factors in compensation reform:

- Measures of student growth (<http://www.cecr.ed.gov/development/valueAdded/>)
- Strategies to support the workforce (<http://www.cecr.ed.gov/development/strategies/>)
- Data quality and data systems (<http://www.cecr.ed.gov/development/data/>)
- Communication and stakeholder engagement (<http://www.cecr.ed.gov/development/engagement/>)
- Program evaluation (<http://www.cecr.ed.gov/development/programEvaluation/>)
- Sustainability (<http://www.cecr.ed.gov/development/engagement/>)

Other key resources in that section are specifically targeted to early implementation of compensation reform. They include:

- A comprehensive *Implementation Checklist* (<http://www.cecr.ed.gov/pdfs/guide/CECRchecklist.pdf>)
- *A Guide to Implementation: Resources for Applied Practice* (<http://www.cecr.ed.gov/compensation/guideToImplementation/>), a compilation of chapters that address the major challenges of compensation reform, including funding and sustainability, data systems, including teachers of non-tested grades and subjects, etc.
- This section of the CECR website also contains a collection of case summaries of state and district compensation reform initiatives, emerging issues papers, and links to research syntheses (<http://cecr.ed.gov/compensation/researchSyntheses/research>) that provide specific answers to key policy and implementation questions on all aspects of performance-based compensation.

The website section “**Development and Implementation**” (<http://www.cecr.ed.gov/development/>) provides more in-depth discussion and guidance specifically linked to each of the six critical factors listed above.

The “**National Perspective**” section of the website (<http://www.cecr.ed.gov/nationalPerspective/>) is designed for stakeholders interested in accessing the latest news, research, and media coverage regarding educator compensation reform.

Finally, the “**TIF Grantees**” section (<http://www.cecr.ed.gov/TIFgrantees/>) provides detailed information about the TIF program, including profiles of all participating districts, states, and charter schools.