Reward Payments for Teachers

- an analysis

Reward Payments for Great Teachers

Julia Gillard and Labor
Let's move Australia forward

REWARD PAYMENTS FOR GREAT TEACHERS

A re-elected Gillard Labor Government will implement Australia's first national system of performance assessment and pay to reward the very best classroom teachers.

Federal Labor knows that great schools are created by great teachers and believes great teachers deserve to be recognised.

The Gillard Labor Government will provide the first reward payment to top performing teachers in 2014, based on teacher performance in 2013.

Around one in ten, or about 25,000 of the best classroom teachers would receive a performance bonus each year. Based on current wages, this bonus would be around $8,000 for our most experienced teachers.

10% for the top 10%

- Based on teacher performance in 2013
- First payment in early 2014 (one 'half' payment each semester)
- A "one-off 10 per cent salary bonus to the top 10 per cent of teachers"
- Performance assessed on elements such as:
  - Student achievement
  - Contribution to school community including support to other teachers
  - Contribution to extra-curricular and student support
- "all" teachers will participate in performance management framework

- Assessment based on a range of measures including
  - Lesson observations
  - Analysis of student performance (including NAPLAN and school based information that can show value added by particular teachers)
  - Parental feedback
  - Teacher qualifications and PD undertaken
  - (consideration of how to incorporate student feedback)
- Assessment by a panel – including principal, senior regional staff representative and an independent 3rd party

- Independent review and appeals process

- Every teacher will participate in the Australian Teacher Performance Management Principles and Procedures (to be developed by AITSL)

- After 'panel assessment' teachers will be assessed on a state wide basis (meaning more or less than 10% of teachers in some schools may be 'rewarded')

a simple model of performance management for teachers

Issues …in no particular order….

Assessment by a panel – including principal, senior regional staff representative and an independent 3rd party

- Who is the "senior regional staff representative " in the case of an independent school?
- independent 3rd party…in the case of a school with 150+ teachers, half of whom apply, allowing only 30 mins per application…37.5 hours of panel time…

Timing

- NAPLAN results available September.
- Panel assesses teachers based on "Analysis of student performance (including NAPLAN and school based information that can show value added by particular teachers)"
- Allowing time for inclusion in application by teacher and submission and then intervening school holidays, panel might undertake 'analysis' in mid to late October….
- Recommendation to state wide panel in November?
- End of year data? …would further delay 'analysis' and recommendation

Other Value Added Measures…

- Pre test, post test
- How validated?
- VAM in other than NAPLAN areas…music, the arts, dance, PE…??
- Years other than 3,5,7 and 9??
- Team teaching? Job share? RFF/exec release staff??
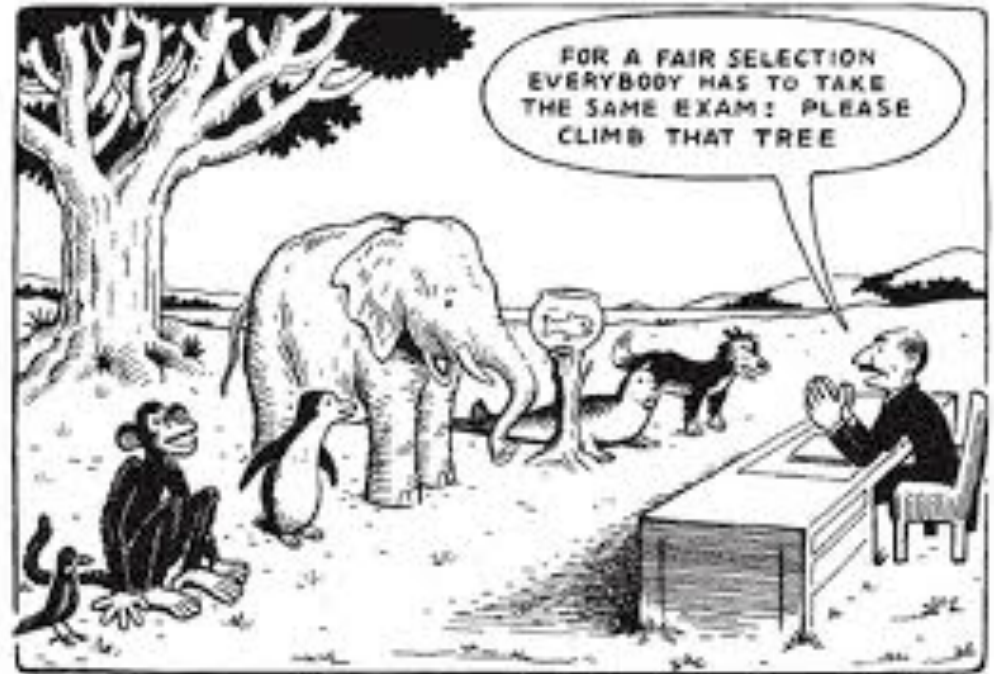
Lesson observations

- By the whole panel?
- If so, the 30 mins per application would be an absolute minimum…not considering movement time between classrooms (..schools)…timetable arrangements
- Only Principal (or other person delegated)?
- As current policy settings don't seem to 'trust' the profession, how would this be validated? Audited?

Parental feedback...student(??)

- MySchool satisfaction surveys?

- Individual teacher satisfaction?

- Additional survey? Who determines content?

Timing and resourcing implications

- Given:

    state wide consideration, availability of
    NAPLAN data, panel time-frame, payment
    in early 2014 and "every teacher
    potentially eligible"

Payment by 1 April 2014 (2 months after commencement of school year)

2 weeks processing by DEEWR (??) of 25,000 individual payments upon notification by state wide panel

Teacher makes application once data is available on student results and parent satisfaction surveys

State wide panel compares recommendations from 3100 individual schools

Panel reviews and assesses applications from teachers at each school

Payment by 1 April 2014
(2 months after commencement
of school year)

Assume NAPLAN data and satisfaction data available mid Sept

Teacher makes application once data is available on student results and parent satisfaction surveys

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Assume that DEEWR can make payments in 2weeks

State wide panel compares recommendations from individual schools (3100 in NSW alone)

Panel reviews and assesses applications from teachers at each school

Assume school can convene and conduct panel during October

Assume only 50% of teachers apply eg half of 87,215 teachers in NSW

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Let's assume that the panels are properly constructed and undertake assessment in a rigorous and thorough manner, including classroom observations, reading all applications, discussing, etc etc....

A school of 150 teachers with 50% applying would require panel to undertake 75 lesson observations; average 6 lessons per day would mean 13 days continuous lesson observation

A senior regional officer from 'system' eg Armidale NSW CSO with 24 schools and 4 education officers and approx 416 teachers would require each 'officer' to observe continually for 2 full school weeks not allowing for travel between towns/schools

Panel would also require time to sit and discuss lessons observed and other application data

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Panel receives + or – 8,721 applications/recommendations from schools and systems across the State

If more than 8,721 recos received then presumably all need to be considered, reviewed, ranked to determine the top 10%

State wide panel will presumably receive full application by teacher plus written reco from local panel

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Allowing for 15 minutes per application = fte 57 weeks