

## **Report of the Skills, Knowledge and Incentives (or Differential Pay) Work Group**

### **Summary**

The work group proposes a six-year compensation pilot that permits school districts to experiment with different compensation models, subject to a list of conditions that include a requirement that local stakeholders affected by the proposal must agree to participate.

A copy of the proposal is attached.

### **What does the legislature hope to learn from the pilots?**

The work group discussed a number of reasons to explore a new compensation system by piloting different compensation models. These reasons included:

- The innovation, flexibility, and data from the pilots could inform legislative discussions on ways to revise the statewide salary model.
- The pilots would help the state look at some of the issues involved in creating a performance-based compensation structure.
- Pilots that are based on student achievement, either directly or indirectly, may yield valuable information on ways effective teachers can impact student learning.
- One or more of the pilots may help determine effective ways to get highly qualified teachers into classrooms serving students with the most challenging circumstances.
- Pilots may yield valuable information on compensation models that work well in different sized districts, different geographic areas, and with different student demographics.

### **Who participated in the work group?**

The work group included its chair, Rep. Haigh, Rep. Santos, Rep. McDermott, and Rep. Tom. Rep. Talcott joined the group for the last two meetings. The stakeholders who provided participated in the conversations included Gary King, WEA; Randy Parr, WEA (first meeting); Jennifer Wallace, Professional Educator Standards Board; Megan Atkinson, OSPI; Julie Salvi, OFM (first meeting); and Rainer Houser and Don Rash, Principals' Association.

### **Where did the proposal originate?**

After the first two meetings, the chair directed a group of stakeholders to work on a proposal that would permit interested school districts to participate in a compensation pilot. The stakeholders provided technical support to the work group in the crafting of the proposal. The work group examined, discussed, and refined the proposal.

### **Workgroup discussions**

The work group discussed many issues surrounding a new compensation system. One of the areas in which consensus was difficult to discern was around the use of student achievement and improvement data in a compensation system. WEA was very clear that tying compensation to individual student achievement won't fly. The principals and some of the work group members were equally clear that student achievement and improvement should be a major goal behind any new compensation model. Finding a way to meet those two needs was the subject of much of the work group's conversations.