

**MINUTES OF THE
EDUCATION INTERIM COMMITTEE**

Thursday, May 22, 2008 – 9:00 a.m. – Room C445 State Capitol

Members Present:

Sen. Howard A. Stephenson, Senate Chair
Sen. Margaret Dayton, Senate Vice Chair
Rep. Gregory H. Hughes, House Chair
Sen. Curtis S. Bramble
Sen. Lyle W. Hillyard
Sen. Patricia W. Jones
Sen. Mark B. Madsen
Sen. Ross I. Romero
Rep. Sylvia S. Andersen
Rep. Brad L. Dee
Rep. Craig A. Frank
Rep. James R. Gowans
Rep. Kory M. Holdaway
Rep. Rebecca D. Lockhart
Rep. Ronda Rudd Menlove

Rep. Michael T. Morley
Rep. Carol Spackman Moss
Rep. LaWanna "Lou" Shurtliff
Rep. Kenneth W. Sumsion
Rep. Stephen H. Urquhart
Rep. Mark A. Wheatley

Members Absent:

Rep. Bradley G. Last

Staff Present:

Ms. Constance C. Steffen, Policy Analyst
Mr. Phillip V. Dean, Policy Analyst
Mr. Dee S Larsen, Associate General Counsel
Ms. Glenda S. Whitney, Legislative Secretary

Note: A list of others present, a copy of related materials, and an audio recording of the meeting can be found at www.le.utah.gov.

1. Committee Business

Sen. Stephenson called the meeting to order at 9:16 a.m. Rep. Last was excused from attending the meeting.

Ms. Steffen gave a brief description of the Committee's assignment to study performance pay and differentiated pay for teachers. The Legislative Management Committee approved five additional committee meetings for the study.

2. Use of Utah Performance Assessment System for Students (U-PASS) Criterion-referenced Tests in Evaluating Teacher Education Programs and Teacher Performance

Dr. John Bennion, Bennion Consulting, and Dr. Richard Sudweeks, Associate Professor, Department of Instructional Psychology and Technology, Brigham Young University, gave a slide presentation, "Proposed Longitudinal Study of the Effectiveness of Novice Teachers," which describes a research study that uses test items from U-PASS criterion-referenced tests to measure student progress in math. Dr. Sudweeks explained that comparing students' scores from one grade test to another is not an accurate measure of student progress, because the subject matter of the math tests in each grade varies. To better determine student progress in math, researchers created new tests using selected test items from criterion-referenced tests. An in-depth description of the study is contained in the report, "Constructing Vertically Scaled Mathematics Tests for Tracking Student Growth in Value-added Studies of Teacher Effectiveness," which was distributed to committee members.

Dr. Bennion and Dr. Sudweeks explained that the research project will develop math and reading tests using selected test items from criterion-referenced tests to measure student progress in math and reading. The student scores will be used to evaluate the effectiveness of novice teachers and teacher preparation programs.

3. Performance-based Compensation for Teachers

Dr. Robert Stonehill, Chief Program Officer, Learning Point Associates, distributed a copy of the slide presentation, "Performance-Based Teacher Compensation: Current Models and Lessons Learned." He gave an overview of characteristics of performance-based compensation programs for teachers adopted by various states, school districts, and schools nationwide. He identified issues to consider in designing performance-based compensation systems.

Mr. Stonehill explained that most pay-for-performance systems include a range of incentives based on multiple inputs and outputs which are: 1) knowledge and skills; 2) student outcomes; 3) teaching performance; 4) market pay; and 5) additional incentives.

Key policy lessons learned from the research include:

- establish teacher buy-in early and often;
- consistently and transparently describe intended outcomes;
- identify and communicate compensation options and allow teachers to opt out;
- combine pay incentives with leadership reforms and professional development so that performance pay is not a stand-alone program;
- identify and secure long-term funding streams;
- research is unclear about optimal size of bonuses, but they must be large enough to matter to teachers;
- develop fair and transparent measures of instructional quality and teacher performance;
- uni-dimensional differentiated compensation programs based on one input or output measure have typically not been successful;
- comprehensive programs use a variety of strategies that include, to a varying extent, all teachers, other school personnel, and administrators;
- comprehensive programs consider student outcomes, teacher performance, and differentiated teacher responsibilities; and
- evaluate the program to demonstrate effectiveness and return on investment.

Dr. Stonehill noted key policy concerns in designing and implementing performance-based compensation programs are:

- there are few research-based estimates of the human resource demands of performance-based compensation programs;
- the fairness and validity of teacher and principal performance evaluations;
- measuring teacher effects independent of school context, and stability of measures over time; and
- using test scores as the only measure in determining student outcomes.

Lunch Break - Chair Stephenson recessed the Committee at 12:05 p.m. and reconvened at 12:25 p.m.

4. Comments and Recommendations on Performance-based Compensation for Teachers

Chair Stephenson noted that public education representatives and others have been invited to submit comments and recommendations regarding performance-based compensation for teachers.

Mr. Martell Menlove, Superintendent, Box Elder County, noted that school boards have spent time reviewing the rule to implement performance-based compensation for the 2008-09 school year. He said

the Utah School Boards Association believes it is an appropriate rule and most superintendents are in support of the rule and concept but would like additional guidelines. Mr. Menlove addressed issues of concern and inquired if the intent for additional compensation is for teachers or all school employees. He also expressed concern with the June 30, 2009 reporting date.

Chair Stephenson indicated the reporting date could be modified in the next general session.

Mr. Charlie Nelson, Superintendent, Uintah County School District, said that two months is not enough time to develop a performance-based compensation plan for next year. He noted that Uintah School District decided not to apply for funds to implement performance-based compensation this year. He noted that the standards need to be defined in the rule.

Mr. Lincoln Fillmore, Utah Association of Public Charter Schools and principal of Renaissance Academy, said he has designed performance pay systems for charter schools in Utah. He distributed a draft proposal of the performance pay system, "Charter Academy Performance Pay Plan." He encouraged the Committee to look at the models of performance pay plans already in place at charter schools.

Mr. McKell Whithers, Superintendent, Salt Lake City School District, spoke about limitations of U-PASS in measuring teacher effectiveness. He said any performance incentive that identifies just individuals can potentially compromise the goal of having great schools. He said it would be helpful to recognize and provide an incentive to teachers to mentor and share their talents with colleagues.

Ms. Kim Campbell, President, Utah Education Association (UEA), distributed and reviewed a handout, "Guiding Principles for Differentiated Pay." She said the UEA remains committed to advancing the quality of Utah's public schools, and seeks opportunities to collaborate with education stakeholders to develop innovative solutions to current teacher shortages, enhance professionalism, and improve student achievement.

Mr. Larry Shumway, Associate Superintendent, Utah State Office of Education, said a State Board of Education workgroup is moving forward to develop a board rule or legislation creating a differentiated salary structure and a performance-based salary structure.

Ms. Debbie White, President, American Federation of Teachers, commented that the discussion has centered around the classroom teacher and noted that staff support also affects the classroom.

5. Committee Discussion

Chair Stephenson indicated that the next meeting of the Committee on performance-based compensation is scheduled for Thursday, August 21, 2008.

6. Other Items /Adjourn

MOTION: Rep. Lockhart moved to adjourn the meeting. The motion passed unanimously with Sen. Madsen, Sen. Romero, Rep. Hughes, Rep. Dee, Rep. Morley, Rep. Moss, Rep. Shurtliff, and Rep. Wheatley absent for the vote.

Chair Stephenson adjourned the meeting at 2:02 p.m.