



# Public Education Forum Task Force on Teacher Quality Preliminary Recommendations

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# Compensation and Professional Advancement

1. **Create a new compensation system based on demonstrated professional expertise.**
  - **Multiple pay levels would be established that reflect a professional advancement continuum defining what a teacher should know and be able to do. This continuum would be tied to teaching standards developed by the National Board for Professional Teaching Standards.**
  - **Progression from one professional level to another is based on demonstrated expertise and performance through an assessment and through gains in knowledge, such as advanced degrees and national board certification.**



# Compensation and Professional Advancement

- **Assessment of expertise will be multi-faceted, including a portfolio of teaching practice, direct observation, and student achievement tied to the state assessment and accountability system.**
- **Teachers entering the profession are expected to progress to the second professional level within two years in order to continue to be licensed to teach in Mississippi.**
- **The highest pay levels require demonstrated instructional leadership, such as mentors to new teachers, lead teachers, department chairs, teacher trainers, or curriculum designers as well as exemplary student achievement.**
- **Within each level there will be pay steps based upon annual performance evaluations.**



# **Compensation and Professional Advancement**

- 2. Create a task force to study and make recommendations concerning the establishment of an independent Board of Professional Teacher Standards. A primary purpose of the Board will be to design and implement the professional advancement aspects of the new compensation system.**



## **Compensation and Professional Advancement**

- 3. Under the current teacher pay plan which is designed to raise teacher pay 30% by 2006, provide teachers with additional non-instructional time to permit activities that will directly enhance student achievement. This time will be used for developmental activities such as, collaborative professional development, planning time, portfolio development, and professional workshops.**



# Recruitment and Retention

- 1. Develop state and local partnerships between economic development agencies and educational agencies to promote Mississippi and local communities as desirable places to live, learn and work.**
- 2. Provide incentives for teachers of subjects that are in high demand, such as signing bonuses in exchange for years of service.**



## **Recruitment and Retention**

### **3. Provide financial incentives for retired teachers to return to full time teaching.**

- Allow pension payments to be deferred while individual is working. Total banked deferred payments may be withdrawn as a lump sum upon retirement.**
- While working full time, the individual will not be required to contribute to his/her retirement account.**
- Caps should be placed on the number of years that a teacher can participate in this program.**



# Recruitment and Retention

- 4. Adjust the PERS service credit factor to provide 100% of final adjusted salary after 35 years of service.**
- 5. Provide tuition for children of Mississippi teachers with a high threshold grade point average to attend Mississippi public colleges and universities.**





# Teacher Education

- 1. Align community college and university curricula to prepare students for success in teacher education programs.**
- 2. Establish a structure with funding to allow teachers with National Board Certification to serve as university faculty.**
- 3. Strengthen university/school partnerships in order to provide pre-service teachers with opportunities to work part time in schools while obtaining their degrees.**





# Professional Development

- 1. Initiate a two-year induction program for all new teachers who have limited classroom experience.**
  - Quality mentoring.**
  - Focus on teaching practice based on national teaching standards.**





# Professional Development

- 2. Establish a school based professional development model aimed at improving student achievement.**
  - **Make professional development an on-going activity tied to national teaching standards.**
  - **Engage in activities that involve collaborative assessment of student work.**
  - **Develop habits of reflection on teaching practice through portfolios.**
  - **Provide paid time for on-going collaborative professional development during the school week.**



# Professional Development

- 3. Form training cadres of board certified teachers to provide technical assistance to practicing teachers, and professional development activities to school districts.**





# **School Leadership**

- 1. Establish state standards for principals focused on instructional leadership and on providing a working environment that is conducive to learning in classrooms.**
  - Principal's licensure should be based on documented performance tied to state standards for principals.**
  - Annual evaluations of principal performance against these standards should be conducted with input from teachers, students and support staff.**
  - Demonstrate leadership style that extends authority and promotes collaboration among teachers, students and support staff.**



# **School Leadership**

- 2. Create multiple positions to effectively address the dual roles of school manager and instructional leader.**
- 3. Expand the pilot induction and mentoring program for new administrators to ensure access by all school districts.**
- 4. Create a network of outstanding principals who support each other's work and mentor aspiring school leaders.**