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TO: Members of the State Board of Education

FROM: Bernard J. Sadusky, Ed.D. *BJS*
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DATE: July 19, 2011

SUBJECT: Race to the Top
Performance Compensation Workgroup

PURPOSE:

To update the State Board on the Race to the Top Performance Compensation Workgroup. The initial meeting of the Workgroup was held on July 12, 2011 with two future meetings planned for the group.

BACKGROUND:

Maryland's Race to the Top (RTTT) application and the Education Reform Act of 2010 include an expectation that the Maryland State Department of Education establish a Performance Compensation Workgroup to investigate differentiated compensation models and to share lessons, ideas, and best practices on compensation for teachers and principals. The information gathered through this Workgroup could comprise a model compensation system(s) which will then be shared with all local school superintendents for their consideration as part of their collective bargaining process.

The RTTT application calls for the Workgroup to be a collaborative effort and to include members from the leadership of five local school systems and their unions which have or have had alternative compensation systems.

EXECUTIVE SUMMARY:

Superintendents, human resources officers and local union leaders from Anne Arundel, Montgomery, Prince George's, Queen Anne's and Washington Counties have been invited to participate in the Workgroup. The first meeting was held on July 12, 2011 with presentations from each of the school districts on their compensation model, including the administrative compensation model (Anne Arundel), Career Ladders (Montgomery), FIRST model (Prince George's), Administrative Compensation Model (Queen Anne's), and Administrative/Teacher Compensation Models (Washington).

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Following a review of the most relevant research regarding teacher/principal compensation models, the Workgroup will provide information of ways of compensating teachers and principals differently based on performance/evaluation results, career and leadership roles, and subject areas. They will also define technical support that may be provided to local school systems that may be interested in implementing a compensation model.

ACTION:

The information on the Performance Compensation Workgroup is being provided to the members of the State Board as a Race to the Top update.