

Teacher Merit Pay- Is Not What Republicans Believe it is

Questions	Answer
Who was behind the policy changes across the country and a host of laws establishing new evaluation systems designed to reward top teachers and help weed out low performing teachers?	<p>Barack Obama's 2012 State of the Union address reflected the heady moment in education. "<i>We know a good teacher can increase the lifetime income of a classroom by over \$250,000,</i>" he said. "<i>A great teacher can offer an escape from poverty to the child who dreams beyond his circumstance.</i>"</p> <p>As reported in Chalkbeat: "<i>Bad teachers were the problem; good teachers were the solution. It was a simplified binary, but the idea and the research it drew on had spurred policy changes across the country, including a spate of laws establishing new evaluation systems designed to reward top teachers and help weed out low performers.</i>"</p>
Who was funding and providing research for the ideas piloted for merit pay for teachers?	<p>The Bill and Melinda Gates Foundation is behind the effort, which backed research and advocacy that was ultimately shaping these changes.</p> <p>The Gates Foundation also funded the efforts themselves, specifically in several large school districts and charter networks open to changing how teachers were hired, trained, evaluated, and paid. Now, new research commissioned by the Gates Foundation finds scant evidence that those changes accomplished what they were meant to: improve teacher quality or boost student learning.</p>
Dallas ISD's Merit Pay Pilot programs are being touted as a huge success. BUT... The truth behind the Dallas ISD Merit-Pay System shows a different story. What is an ACE Campus? The Accelerating Campus Excellence (ACE) program launched in DISD in 2015. The program provides monetary incentives for teachers and principals to work at the highest-needs schools.	<p>A detailed analysis comparing the ACE program to another DISD campus support program (named ISN) found that the success of the ACE program was almost entirely defined by the performance of students at two elementary campuses. In five of the seven ACE campuses, the performance of students did not exceed the performance of similar ISN campuses to any meaningful extent.</p> <p>This fact counters the suggestion that any ACE success is due to the movement of so-called highly effective TEI teachers to the ACE campuses. Read the executive summary and full report here.</p>

How much impact did ACE have on DISD overall campus improvement?	<p>In 2014 DISD had 43 campuses on Improvement Required (IR) status and in 2018 (at the time of this writing) DISD has 4 schools on IR status^{1,2}. Though the DISD administration, local media, and business community have only promoted ACE, there are three important points to make about the district's IR reduction:</p> <ol style="list-style-type: none"> 1. The vast majority of schools that have come off of IR in DISD were non-ACE schools. 2. The Intensive Support Network (ISN), an initiative separate from ACE for IR campuses, was successful and much less costly. 3. Both ACE and ISN program success is due to added resources and not TEI.
The research proves the money spent on Gates' whole systems change, to use student test scores to evaluate teachers is NOT worth the \$575 million-plus Gates put into the plan.	<p>This 526-page report, titled "Improving Teaching Effectiveness: Final Report," was the work of the Rand Corporation and the American Institutes for Research and was funded by the Gates Foundation.</p> <p><i>"The study examined the effects over six years of the Gates Foundation's Intensive Partnerships for Effective Teaching (IP) initiative that included, as a key feature, teacher evaluations systems similar to New York's. It concluded that the IP project did not improve either student achievement or the quality of teachers. In fact, it did more harm than good." - Carol Burris, a former award-winning New York high school principal</i></p>