A TEACHER WEIGHTED FORMULA

A Concept Presentation

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Background: Public School Finance Act (1974)

The NM State Legislature:
- Took responsibility for funding the operation of our school districts
- Created a funding formula to guarantee equal funding to all districts within the state according to their unique student population.

The State Equalization Guarantee (SEG) is distributes state funding equitably to all 89 districts.

The SEG is a progressive way to equitably distribute funding for schools.

The weights in formula are based on the attributes of each student.

In addition, the New Mexico public school funding formula adjusted the value of the pupil unit on the basis of the training and experience (commonly referred to as the T&E Index) of each school district's professional staff, excluding principals.

This adjustment was intended to promote and provide incentives for districts to hire and retain more highly educated and experienced teachers.

MOVING IN THE RIGHT DIRECTION

Three-Tiered Licensure system (2003)

Linked teachers' licensure levels, education and experience to minimum salaries.
It soon became clear that the T&E and the 3-Tiered system were a mismatch.

House Bill 188 (2018) Rep. George Dodge

Began the transition from the now outdated/inadequate Teaching & Experience model (T&E) to the **Teacher Cost Index (TCI) model**.

The phase in of TCI helped flow adequate funding to public school districts for compensation all teachers according to state mandated 3-Tier licensure minimums.

TCI is certainly an improvement but, as we increase the 3-Tier minimums, the resulting **salary compression** hampers our state's ability to retain our most experienced educators.

Retention is Important

Attracting and retaining excellent educators is one of the most important drivers of a well-functioning education system—a system that must prepare diverse students with complex needs to participate in today's knowledge-driven economy.

Recruiting and retaining excellent educators is especially urgent in schools serving concentrations of low-income students and students of color, because teacher attrition disproportionately impacts their school.

Based on a review of an extensive body of research on teacher recruitment and retention, we identify five major factors, and related policies, that influence teachers' decisions to enter, stay in, or leave the teaching profession.

Those factors are:

- **Salaries and other compensation.**
- *Preparation and costs to entry.*
- *Hiring and personnel management.*
- *Induction and support for new teachers.*
- *Working conditions, including school leadership, professional collaboration and shared decision-making, accountability systems, and resources for teaching and learning.*

A CAREER LATTICE

In Maryland, Montgomery County Public Schools (MCPS) the district and union worked collaboratively to develop a Career Lattice.

"The Career Lattice in Montgomery County, Maryland is part of the district's teacher quality initiative, the Professional Growth System. The result of a collective bargaining agreement between the Montgomery County Public Schools (MCPS) and the Montgomery County Education Association (MCEA), the career lattice is designed to provide "stages" in a teaching career.

A principle purpose of the career lattice is to attract and retain high-performing teachers, in part by providing teachers with options to vary their professional routines and encourage them to remain in the classroom. "

Alternative Teacher Compensation: A Primer
Julia E. Koppich and Jessica Rigby, 2009

THE TEACHER WEIGHTED FORMULA: THE NEXT LOGICAL STEP

New Mexico is poised to build on our 3-Tiered system by enhancing the Teacher Cost Index with teacher attribute factors that would carry a weight in the SEG, much in the same way our funding formula attaches a weight, or multiplier, to students' attributes. We believe that a Teacher Weighted Formula would help address our state's goal to **attract and retain teachers with diverse qualifications**.

Teacher Weighted Formula:
- Potentially the most **innovative** alternative compensation system in the United States.
- Addresses the **compression issues** that have resulted from adding money primarily to the base of each tier.

Weighting factors:
- Responsibilities
- Credentials
- Leadership positions
- Years of service

How could this work?

Refining the current TCI framework to include the Teacher Weighted Formula (TWF) would

- Acknowledge and reward **leadership roles**
- Reward **qualifications and attributes** we need in our teachers
- Pay for taking on **responsibilities**

Example
Licensure Level (TCI) + .1 Differential x EACH Attribute (TWF)= Salary

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Moving to a **Teacher Weighted Formula in conjunction with the current TCI** is not a deep departure from current practice. Rather, it is **the next logical step** in our efforts to **attract and retain a diverse, well-qualified teacher workforce** in New Mexico.

AN EXTENSION OF WHAT IS ALREADY WORKING

The NM Legislature has already recognize the importance of **National Board Certification and pays educators a differential.**

Yazzie v. Martinez Advocates believe **additional credentials** such as **TESOL, Bilingual, Reading**, etc. are also worthy of such differentials.

Other areas of **school-based responsibilities** and **teacher leadership** should be treated equally.

By valuing the characteristics we desire in teachers, we will **build the diverse teaching workforce we seek.**

Career ladders or "lattices" enable all staff to achieve their full potential, increase levels of personal satisfaction, and improve job performance.

TEACHER WEIGHTED FORMULA
THE CONCEPT

An Example of a Teacher Weighted Formula Career Lattice. **Blue** areas indicate funding flowing through the TCI in the funding formula. **Peach** areas indicate a teacher weighted multiplier as the state currently does with National Board Certification.

Level 1 Example - Base pay $45,000			
Years within Level	BA+30	MA	MA+30	Credential Differential (National Board Certification, ESL, Bilingual, etc.)
1-3	.05 $47,250	.15 $51,750	.20 $54,000	.10 in addition to current base $4,500
4-5	.10 $49,500	.20 $54,000	.25 $56,250	.10 in addition to current base $4,500

Note: A Level 1 teacher should only be responsible for learning how to teach well and being mentored.

TEACHER WEIGHTED FORMULA
THE CONCEPT

Level 2 Example - Base pay $55,000

Years within Level	Education			Credential Differentials	Micro Credentials	Added Responsibilities	Leadership
	BA	BA+30	BA+45 or MA				
1-5	$55,000	.15 $63,250	.20 $66,000	.10 $5,500	.05 $2,750	.10 $5,500	.10 $5,500
6-10	.10 $60,500	.20 $66,000	.25 $68,750	.10 $5,500	.05 $2,750	.10 $5,500	.10 $5,500
11+	.15 $63,250	.25 $68,750	.30 $71,500	.10 $5,500	.05 $2,750	.10 $5,500	.10 $5,500

TEACHER WEIGHTED FORMULA
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Level 3 Example - Base pay $65,000

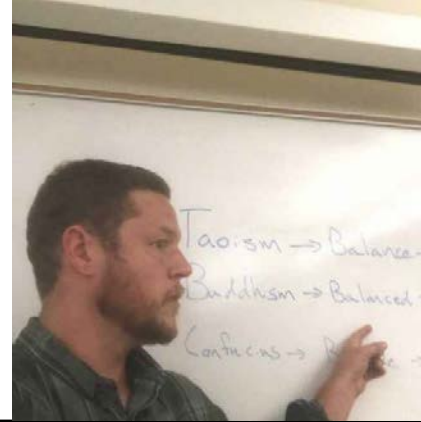| Years within Level	Education			Credential Differentials	Micro Credentials	Added Responsibilities	Leadership
	MA or NBC	MA+30	Doctorate				
1-5	$65,000	.15 $74,750	.20 $78,000	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500
6-10	.10 $71,500	.20 $78,000	.25 $81,250	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500
11+	.15 $74,750	.25 $81,250	.30 $84,500	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500

TEACHER WEIGHTED FORMULA
VIGNETTES

Level 1 Example		Base pay $45,000			
Years within Level	BA+30	MA	MA+30	Credential Differential (NBC, ESL, Bilingual, etc.)	This year's salary:
1-3	.05 / $47,250	.15 / $51,750	.20 / $54,000	.10 in addition to current base $4,500	$49,500
4-5	.10 / $49,500	.20 / $54,000	.25 / $56,250	.10 in addition to current base $4,500	

TEACHER WEIGHTED FORMULA
VIGNETTES

Level 2 Example			Base pay $55,000				

Years within Level	Education			Credential Differentials	Micro Credentials	Added Responsibilities	Leadership (SAT Chair)	This year's salary
	BA	BA+30	BA+45 or MA					
1-5		.15 $63,250	.20 $66,000	.10 $5,500	.05 $2,750	.10 $5,500	.10 $5,500	
	$55,000							
6-10	.10 $60,500	.20 $66,000	.25 $68,750	.10 $5,500	.05 $2,750	.10 $5,500	.10 $5,500	$71,500
11+	.15 $63,250	.25 $68,750	.30 $71,500	.10 $5,500	.05 $2,750	.10 $5,500	.10 $5,500	

TEACHER WEIGHTED FORMULA
VIGNETTES

| Level 2 Example | Base pay $55,000 | | | | | | |

Years within Level	Education			Credential Differentials (TESOL)	Micro Credentials (Community Schooling)	Added Responsibilities (Coaching)	Leadership (Leadership Team) (Instructional Council)	This year's salary
	BA	BA+30	BA+45 or MA					
1-5	$55,000	.15 $63,250	.20 $66,000	.10 $5,500	.05 $2,750	.10 $5,500	.10 $5,500	
6-10	.10 $60,000	.20 $66,000	.25 $68,750	.10 $5,500	.05 $2,750	.10 $5,500	.10 $5,500	
11+	.15 $63,250	.25 $68,750	.30 $71,500	.10 $5,500	.05 $2,750	.10 $5,500	.10(x2) $5,500	$88,050

TEACHER WEIGHTED FORMULA
VIGNETTES

Level 3 Example			Base pay $65,000				
Years within Level	Education			Credential Differentials (TESOL) (NBCT) + $6,500	Micro Credentials	Added Responsibilities (Debate Team)	Leadership	This year's salary
	MA	MA+30	Doctorate	*currently $6,848				
1-5	$65,000	.15 $74,750	.20 $78,000	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500	
6-10	.10 $71,500	.20 $78,000	.25 $81,250	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500	$91,000
11+	.15 $74,750	.25 $81,250	.30 $84,500	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500	

TEACHER WEIGHTED FORMULA
VIGNETTES

Level 3 Example   Base pay $65,000

Years within Level	Education			Credential Differentials	Micro Credentials (SEL)	Added Responsibilities (Mentor)	Leadership (PD Leader)	This year's salary
	MA	MA+30	Doctorate					
1-5	$65,000	.15 $74,750	.20 $78,000	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500	
6-10	.10 $71,500	.20 $78,000	.25 $81,250	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500	$85,050 / $81,250
11+	.15 $74,750	.25 $81,250	.30 $84,500	.10 $6,500	.05 $3,250	.10 $6,500	.10 $6,500	