TEACHERS HAVE IT EASY
THE BIG SACRIFICES AND SMALL SALARIES OF AMERICA'S TEACHERS

WITH A FOREWORD BY HENRY LOUIS GATES JR.
Sixty-two percent of teachers have second jobs outside the classroom. Many of those are school-related, like tutoring, and half are not. Middle school teacher Erik Benner works at Floor and Décor.
Annual teacher turnover rate:

SINGAPORE: 3 percent
FINLAND: 2 percent
SOUTH KOREA: 1 percent

UNITED STATES: 14 percent total
(urban areas: 20 percent)
AMERICAN TEACHER

One of the toughest jobs in the world is getting tougher.

A new film by

ACADEMY AWARD WINNER

VANESSA ROTH

Produced by

NINIVE CALEGARI

& DAVE EGGERS

Narrated by

MATT DAMON

“American Teacher gets it exactly right.”
— WASHINGTON POST

★★★★★

— New York Daily News

“Unsettling”
— Los Angeles Times

“Terrific, uplifting and heartbreaking...
[a] stirring, blisteringly immediate film”
— Film Journal

“Heartfelt, bittersweet”
— The New York Times
Denver, ProComp

• More than 75 percent of 4,291 teachers enrolled

• Earning an average of $7,000 in combined salary increases and incentive payments.

• New teachers more likely to favor it

• Teacher growth trending upward (Wiley, et al. 2010)
Washington, DC IMPACTPlus

*We want to make great teachers rich.*

--Jason Kamras, chief of human capital

• "Highly Effective" teachers in high poverty/low performing schools can receive up to $25,000 bonus

• Includes a career ladder (increases base salaries)

• Six figure salaries

• Permanent increases help retention
The Equity Project (New York based charter school)

• $125K experiment

• Mixed results with student test outcomes

• Some turnover due to high demands
Today

Cleveland (Transformation Plan)

• Differentiated compensation
• Eliminates tenure
• Meaningful evaluation process (Danielson Framework)

South Dakota

• Bonuses for math, science and top 20%
• Eliminates tenure
Idaho, Students Come First

• Statewide pay for performance program
• Reformed evaluation (Danielson Framework)
• Curtailed collective bargaining
• Subject to referendum in Nov 2012
Chicago

• Acrimonious process, strike

• Traditional outcome (steps, lanes, standard evals)

• Modest yearly increases

• Missed opportunity
McKinsey: Closing the Talent Gap

• Top third strategy
• National teacher education plan

• Pay for teacher ed
• Competitive admission
• Substantial compensation increase
• Improve working conditions
• Improve prestige and perception
Darling Hammond: Greatness by Design

• Recruiting and retaining top candidates in all teaching fields and leadership positions

• Preparing educators to support diverse students

• Inducting novice educators

• Developing knowledge and skills of all educators

• Expanding leadership capacity
QUESTIONS

• What's the right mix of incentives and evaluations?

• How can evaluation programs be best used?

• How important are quantitative measures?

• If we had more of the best teachers, would these questions matter less?

• Is it too early to know if any of this is working?
HOMEWORK

Be optimistic that we can improve salaries and conditions for teachers.

Tell everyone how sophisticated teaching is so they can gain a deeper understanding of the profession.

Have challenging conversations about touchy issues.

Host a screening of AMERICAN TEACHER or download the film.