



# Information Briefing

## IOWA SCHOOL BOARDS FOUNDATION

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Iowa's Pay-for-Performance and Career-Ladder Pilot Program Report Summary  
Taken from an external report by Learning Point Associates 2010  
The full report can be found at our website at

Over the past couple of decades the state of Iowa has experimented with several initiatives to reform the way that their educators are paid. The most recent effort was a program in which the state funded three school districts- Cedar Rapids, Mt. Pleasant, and MOC-Floyd Valley- to plan and implement pay-for-performance and career-ladder pilot programs. Learning Point Associates pursued three research questions focused on the benefit and cost-effectiveness of the programs, the strengths and the weaknesses of the programs, and finally, the potential for scaled implementation of the programs. The evaluation team hypothesized that schools participating in the pilots would show a positive increase over time in administrators' and teachers' perceptions about the presence and quality of the characteristics described in the survey items as well as potentially more positive outcomes on the items that those respondents from the comparison schools.

### Survey findings:

- Across states, school principals said that having a pay-for-performance program is *not* a priority for their schools. Moreover, administrators overwhelmingly believe that teachers within their schools would not be supportive of having a pay-for-performance program implemented. There was more overall support for a career-ladder program than for a pay-for-performance program.
- Cedar Rapids teachers reported more favorable views of career ladders on the final survey than control group teachers.
- MOC-Floyd Valley teachers' favorable views of pay-for-performance increased over the study.
- Mt. Pleasant teacher respondents reported more favorable views of pay-for-performance at the final time point than comparison teachers.

### Achievement Findings:

- *MOC-Floyd Valley* – Students attending the pilot program schools has reading and science scores of students attending matched comparison schools.
- *Mount Pleasant* – Students attending the pilot program schools had reading and mathematics scores that were significantly lower than the scores of students attending matched comparison schools.
- *Cedar Rapids* – No significant findings.