

THURSDAY, NOVEMBER 6, 2008

FRIDAY, NOVEMBER 7, 2008



5:00 – 6:00 p.m. **Registration**

6:00 – 6:30 p.m. **Welcome and Symposium Overview**

Marina Walne, Director
Institute for Public School Initiatives
James Guthrie
Vanderbilt University, Peabody College of Education

6:30 – 8:00 p.m. **Dinner & Presentation:
The Economic Case for Strategic Compensation**

Keynote Speaker: Michael Podgursky,
University of Missouri – Columbia

Modern personnel economics emphasizes the importance of strategic, integrated compensation policy in an organization. This session reviews key features of compensation systems for public schools. The speaker will discuss the rigidities and inefficiencies that arise from single salary schedules and other features of the compensation regime.



7:00 – 8:00 a.m. **Registration and Breakfast**

8:00 – 8:15 a.m. **Welcome and Overview**

Tammy Kreuz
Director of Educator Quality Initiatives, Institute for Public School Initiatives

8:15 – 9:15 a.m. **Strategic Compensation: The National Context**

James Guthrie & Patrick Schuermann
Vanderbilt University, Peabody College of Education

This session will establish the context for strategic compensation initiatives around the nation. Speakers will provide a brief history of strategic compensation in the United States and survey the landscape of current programs across the country. Speakers will discuss what we currently know about strategic compensation and performance pay in public education and provide recommendations for future initiatives and research.

9:15 – 9:45 a.m. **Strategic Compensation: The State Context**

Jerel Booker
Associate Commissioner, Educator Quality and Standards,
Texas Education Agency

Harrison Keller,
Office of the Texas Speaker of the House

This session will provide a brief history of strategic compensation programs in the State of Texas, highlighting current legislation and grant programs that address performance pay. The speaker will discuss the impact of recent state performance pay programs and discuss potential future directions for performance pay in the state.

9:45 – 10:00 a.m. **Break**

10:00 – 11:00 a.m. **Strategic Compensation: The District Context**

Moderator: Heather Zavadsky
Director of Policy & Communications, Institute for Public School Initiatives

Panelists: David Lussier
Special Assistant to the Superintendent,
Austin Independent School District

Carla Stevens
Research & Evaluation, Houston Independent School District

Andrew Kim
Superintendent, Manor Independent School District

This panel discussion will provide insight into the development of strategic compensation initiatives at the district level. Panelists will discuss the design and implementation processes within their districts.

11:00 – 11:15 a.m. **Break**

11:15 – 12:30 p.m. **Luncheon Presentation: The Performance Pay Research Agenda**
Eric Hanushek, Stanford University

12:30 – 12:45 p.m. **Break**

12:45 – 1:45 p.m. **Measurement at the Forefront**

Moderator: Tammy Kreuz
Director of Educator Quality Initiatives, Institute for Public School Initiatives

Panelists: Robert Meyer
Director, Value-added Research Center,
Wisconsin Center for Education Research

Dan O'Brien
Interim Director, Texas Schools Project, The University of Texas at Dallas

Jill Leandro
SAS Institute Inc.

This panel discussion will provide insight into the various forms of measurement incorporated into strategic compensation initiatives. Panelists will discuss the use of attainment versus growth measures, the challenges and benefits associated with reliable measurement, and describe the data system requirements and data quality considerations associated with certain types of analysis.

1:45 – 2:00 p.m. **Break**

2:00 – 3:00 p.m. **Practical Implementation Issues Associated with Strategic Compensation**

Moderator: Patrick Schuermann
Vanderbilt University, Peabody College of Education

Panelists: Julia E. Koppich
J. Koppich and Associates

Cindy Prince
Vanderbilt University, Peabody College of Education

Anthony Milanowski
Consortium for Policy Research in Education,
University of Wisconsin – Madison

Karen Garza
Chief Academic Officer, Houston Independent School District (tentative)

This panel discussion will provide insight into the implementation challenges and solutions related to strategic compensation initiatives. Panelists will discuss implementation topics such as competition versus collaboration, communication and information needs, union and association engagement, and transparency versus accuracy in educator performance measures.

3:00 – 3:15 p.m. **Break**

3:15 – 4:00 p.m. **How Can Higher Education and the Research Community Become Involved in Strategic Compensation Initiatives?**

James Guthrie
Vanderbilt University, Peabody College of Education

4:00 p.m.

Symposium Wrap-up and Closing

Marina Walne
Director, Institute for Public School Initiatives