






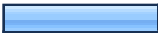



**1. Please select the statement that best fits your current understanding of the requirements of Differentiated Pay requirements:**

		Response Percent	Response Count
I have a good understanding of Differentiated Pay		0.0%	0
I have a limited understanding of Differentiated Pay		46.2%	6
<b>This is a new area for me</b>		<b>53.8%</b>	<b>7</b>
	Other (please specify)		0
		<b>answered question</b>	<b>13</b>
		<b>skipped question</b>	<b>0</b>




**2. Please select the best answer for the following statement: The intent of differentiated pay plan requirements are to control local districts in regard to salary schedule, and to create another lever to attract and retain teachers based on a flexible set of potential criteria.**

		Response Percent	Response Count
True		30.8%	4
False		7.7%	1
<b>I dont know</b>		<b>61.5%</b>	<b>8</b>
		<b>answered question</b>	<b>13</b>
		<b>skipped question</b>	<b>0</b>




**3. Given your current understanding of Differentiated Pay/Alternative Salary guidelines, please select the answer that best fits the term “strategic compensation”**

		Response Percent	Response Count
More pay for better test scores		23.1%	3
The alignment of compensation with desired organizational results		15.4%	2
<b>Additional compensation for a pre-defined set of criteria</b>		<b>38.5%</b>	<b>5</b>
The alignment of compensation based upon years of service and educational levels		0.0%	0
I am not familiar with the term “strategic compensation”		23.1%	3
	Other (please specify)		0
<b>answered question</b>			<b>13</b>
<b>skipped question</b>			<b>0</b>

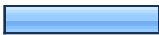


**4. Please select the best answer for the following statement: State law [T.C.A § 49-3-306 (h)], adopted by the General Assembly in 2007, requires School Systems in Tennessee to have a Differentiated Pay Plan in place:**

		Response Percent	Response Count
True		61.5%	8
False		15.4%	2
I dont know		23.1%	3
<b>answered question</b>			<b>13</b>
<b>skipped question</b>			<b>0</b>

**5. Based upon your understanding of Differentiated Pay requirements, our district will have to make significant changes to pay structure:**

		Response Percent	Response Count
True		15.4%	2
False		30.8%	4
I don't know		53.8%	7
answered question			13
skipped question			0

**6. Please select the best answer for the following statement: Differentiated pay plans do not compensate teachers with advanced degrees above Master's Degree:**

		Response Percent	Response Count
True		23.1%	3
False		30.8%	4
I dont know		46.2%	6
answered question			13
skipped question			0

**7. Please select the best answer for the following statement: Based upon your understanding of the Differentiated Pay/Alternative Salary guidelines, current employees will earn less under a differentiated pay / alternative salary schedule**

		Response Percent	Response Count
True		0.0%	0
<b>False</b>		<b>76.9%</b>	<b>10</b>
I dont know		23.1%	3
	Other (please specify)		0
<b>answered question</b>			<b>13</b>
<b>skipped question</b>			<b>0</b>

**8. Please select the best answer for the following statement: Differentiated pay / Alternative Salary schedules must include “performance objectives” as a measure of compensation.**

		Response Percent	Response Count
True		61.5%	8
False		7.7%	1
I dont know		30.8%	4
	Other (please specify)		0
<b>answered question</b>			<b>13</b>
<b>skipped question</b>			<b>0</b>

**9. What do you think would improve teacher effectiveness the most? Please rank your choices 1-5**

	<b>1st Choice</b>	<b>2nd Choice</b>	<b>3rd Choice</b>	<b>4th Choice</b>	<b>5th Choice</b>	<b>Rating Average</b>	<b>Rating Count</b>
Better training in universities	15.4% (2)	23.1% (3)	7.7% (1)	<b>38.5% (5)</b>	15.4% (2)	1.00	13
Mentoring by more experienced teachers	15.4% (2)	23.1% (3)	<b>30.8% (4)</b>	15.4% (2)	15.4% (2)	1.00	13
More individual –specific professional growth/learning opportunities	<b>46.2% (6)</b>	23.1% (3)	15.4% (2)	15.4% (2)	0.0% (0)	1.00	13
More supplies / resources for classroom	15.4% (2)	0.0% (0)	15.4% (2)	23.1% (3)	<b>46.2% (6)</b>	1.00	13
Differentiated Pay or Strategic forms of compensation	7.7% (1)	<b>30.8% (4)</b>	<b>30.8% (4)</b>	7.7% (1)	23.1% (3)	1.00	13
<b>answered question</b>							<b>13</b>
<b>skipped question</b>							<b>0</b>

**10. What do you think would improve student achievement the most? Please rank your choices 1-5.**

	<b>1st Choice</b>	<b>2nd Choice</b>	<b>3rd Choice</b>	<b>4th Choice</b>	<b>5th Choice</b>	<b>Rating Average</b>	<b>Rating Count</b>
More involved parents	<b>53.8% (7)</b>	30.8% (4)	7.7% (1)	7.7% (1)	0.0% (0)	1.00	13
More effective teachers	<b>46.2% (6)</b>	30.8% (4)	7.7% (1)	15.4% (2)	0.0% (0)	1.00	13
A longer school day	0.0% (0)	0.0% (0)	0.0% (0)	30.8% (4)	<b>69.2% (9)</b>	1.00	13
Strategic Compensation	0.0% (0)	15.4% (2)	23.1% (3)	<b>38.5% (5)</b>	23.1% (3)	1.00	13
More time on test preparation	0.0% (0)	23.1% (3)	<b>61.5% (8)</b>	7.7% (1)	7.7% (1)	1.00	13
Other (please specify)							0
<b>answered question</b>							<b>13</b>
<b>skipped question</b>							<b>0</b>

**11. Select and rank the top six rewards that you would find personally full-filling. (Your first choice should be your most preferred option. (Choices 1-5, first choice, second choice, third choice, fourth choice, fifth choice)**

	<b>1st Choice</b>	<b>2nd Choice</b>	<b>3rd Choice</b>	<b>4th Choice</b>	<b>5th Choice</b>	<b>6th Choice</b>	<b>Rating Average</b>	<b>Rating Count</b>
A cash bonus based on individual performance	<b>58.3%</b> <b>(7)</b>	8.3% <b>(1)</b>	8.3% <b>(1)</b>	8.3% <b>(1)</b>	0.0% <b>(0)</b>	16.7% <b>(2)</b>	1.00	12
A cash bonus based on school performance	0.0% <b>(0)</b>	<b>36.4%</b> <b>(4)</b>	27.3% <b>(3)</b>	9.1% <b>(1)</b>	27.3% <b>(3)</b>	0.0% <b>(0)</b>	1.00	11
An increase in my base pay due to my performance, not years of service/degrees	20.0% <b>(2)</b>	<b>30.0%</b> <b>(3)</b>	<b>30.0%</b> <b>(3)</b>	10.0% <b>(1)</b>	10.0% <b>(1)</b>	0.0% <b>(0)</b>	1.00	10
Opportunity to earn additional compensation for taking on additional duties (i.e. peer coaches, mentors, PLC Leaders, etc)	11.1% <b>(1)</b>	<b>22.2%</b> <b>(2)</b>	<b>22.2%</b> <b>(2)</b>	<b>22.2%</b> <b>(2)</b>	11.1% <b>(1)</b>	11.1% <b>(1)</b>	1.00	9
Additional resources for my classroom	0.0% <b>(0)</b>	0.0% <b>(0)</b>	16.7% <b>(1)</b>	<b>50.0%</b> <b>(3)</b>	0.0% <b>(0)</b>	33.3% <b>(2)</b>	1.00	6
Flexible scheduling	0.0% <b>(0)</b>	0.0% <b>(0)</b>	0.0% <b>(0)</b>	0.0% <b>(0)</b>	<b>66.7%</b> <b>(2)</b>	33.3% <b>(1)</b>	1.00	3
The district paying for a larger portion of my health benefits	25.0% <b>(1)</b>	0.0% <b>(0)</b>	0.0% <b>(0)</b>	25.0% <b>(1)</b>	<b>50.0%</b> <b>(2)</b>	0.0% <b>(0)</b>	1.00	4
The district paying for additional Professional Development opportunities beyond the required opportunities	0.0% <b>(0)</b>	0.0% <b>(0)</b>	<b>50.0%</b> <b>(2)</b>	25.0% <b>(1)</b>	0.0% <b>(0)</b>	25.0% <b>(1)</b>	1.00	4
The district paying for certification testing	0.0% <b>(0)</b>	<b>50.0%</b> <b>(1)</b>	0.0% <b>(0)</b>	<b>50.0%</b> <b>(1)</b>	0.0% <b>(0)</b>	0.0% <b>(0)</b>	1.00	2
The district putting funds towards my student loans	<b>28.6%</b> <b>(2)</b>	<b>28.6%</b> <b>(2)</b>	0.0% <b>(0)</b>	14.3% <b>(1)</b>	14.3% <b>(1)</b>	14.3% <b>(1)</b>	1.00	7
Reduced teacher in-class time, in exchange for a mentoring position	0.0% <b>(0)</b>	0.0% <b>(0)</b>	0.0% <b>(0)</b>	<b>50.0%</b> <b>(1)</b>	0.0% <b>(0)</b>	<b>50.0%</b> <b>(1)</b>	1.00	2
Recognition within the school/community of those who are excellent teachers/principals	0.0% <b>(0)</b>	0.0% <b>(0)</b>	25.0% <b>(1)</b>	0.0% <b>(0)</b>	<b>50.0%</b> <b>(2)</b>	25.0% <b>(1)</b>	1.00	4

The district paying for me to attend a national conference	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	<b>100.0%</b> <b>(1)</b>	0.0% (0)	1.00	1
Other (please specify)								0
<b>answered question</b>								<b>13</b>
<b>skipped question</b>								<b>0</b>

**12. In your opinion, how closely should an educator's compensation be tied to the district's academic achievement and progress?**

		Response Percent	Response Count
Very closely tied		7.7%	1
<b>Somewhat closely tied</b>		<b>61.5%</b>	<b>8</b>
Not very closely tied		23.1%	3
Not tied at all		0.0%	0
I don't know		7.7%	1
Other (please specify)			0
<b>answered question</b>			<b>13</b>
<b>skipped question</b>			<b>0</b>

**13. In your opinion, how closely should an educator’s compensation or future compensation increases be tied to their individual attendance record?**




		Response Percent	Response Count
Very closely tied		23.1%	3
<b>Somewhat closely tied</b>		<b>46.2%</b>	<b>6</b>
Not very closely tied		7.7%	1
Not tied at all		7.7%	1
I don’t know		15.4%	2
	Other (please specify)		0
<b>answered question</b>			<b>13</b>
<b>skipped question</b>			<b>0</b>

**14. Would you be more interested in working in a district that has a performance-based compensation system where increases in your base pay are due to multiple measures of performance or a traditional step-and-level system where your increases in base pay are due to years of service and attaining advanced degrees**

		Response Percent	Response Count
Traditional step and level system		23.1%	3
<b>Performance based compensation</b>		<b>38.5%</b>	<b>5</b>
<b>I don’t know</b>		<b>38.5%</b>	<b>5</b>
	Other (please specify)		4
<b>answered question</b>			<b>13</b>
<b>skipped question</b>			<b>0</b>



**15. Please select the answer that best fits the term Traditional Salary (Step & Lane Schedule):**

		Response Percent	Response Count
A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay.		84.6%	11
Compensation excluding any additional payment in the form of bonuses, stipends, or supplements for additional work or responsibilities.		0.0%	0
Compensation for a pre-defined set of criteria awarded in addition to or "on top of" an individual's base pay. This may be one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. This form of compensation is not a part of base salary and does not become a reoccurring part of an individual's compensation.		0.0%	0
Compensation that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay and is subject to State Board of Education approval.		7.7%	1
I am not familiar with the term "Traditional Salary Schedule" (Step and Lane Schedule):		7.7%	1
	Other (please specify)		0
		<b>answered question</b>	<b>13</b>
		<b>skipped question</b>	<b>0</b>

**16. Please Select the answer that best fits the term "Alternative Salary Schedule":**

		Response Percent	Response Count
Compensation excluding any additional payment in the form of bonuses, stipends, or supplements for additional work or responsibilities.		7.7%	1
<b>Compensation that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay and is subject to State Board of Education approval.</b>		53.8%	7
A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay.		0.0%	0
Compensation for a pre-defined set of criteria and is awarded in addition to or "on top of" an individual's base pay. This may be one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. This form of compensation is not a part of base salary and does not become a reoccurring part of an individual's compensation.		0.0%	0
A (step and lane) salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay.		0.0%	0
I am not familiar with the term "Alternative Salary Schedule":		38.5%	5
	Other (please specify)		0
<b>answered question</b>			<b>13</b>



**Page 1, Q14. Would you be more interested in working in a district that has a performance-based compensation system where increases in your base pay are due to multiple measures of performance or a traditional step-and-level system where your increases in base pay are due to years of service and attaining adv...**

1	I would choose performance-based compensation system with the current standards, but I would probably choose traditional step-and level system with the common core standards being implemented for the next school year. I feel student performance will greatly decrease with the requirements of the new state testing of the common core standards.	Nov 19, 2013 8:56 PM
2	With fairness and equality measures	Nov 19, 2013 9:35 AM
3	A combination of traditional and level plus performance based	Nov 19, 2013 8:18 AM
4	I would like for both options to be enforced	Nov 19, 2013 3:51 AM