Performance Incentives: 
Their Growing Impact on American K-12 Education®

Marriot Nashville at Vanderbilt University  
National Center on Performance Incentives  
Vanderbilt University’s Peabody College

Sponsored by: National Center on Performance Incentives, Peabody Center on Education Policy, Peabody Professional Institutes, Vanderbilt University's Learning Sciences Institute, RAND Corporation, and an anonymous foundation.

Thursday, February 28th

7:00 – 8:15  Registration and Continental Breakfast

8:30 – 9:00  Welcome and Opening Remarks  
Matthew G. Springer, Vanderbilt University’s Peabody College  
Camilla P. Benbow, Vanderbilt University’s Peabody College  
Grover (Russ) J. Whitehurst, Institute of Education Sciences

9:00 – 10:30  Panel I. Pay for Performance in Education, Federal Government, and Other Sectors

Chair: Eric Hanushek, Stanford University’s Hoover Institution

Papers:  
Pay for Performance and K-12 Education  
Michael J. Podgursky, University of Missouri – Columbia*

Pay for Performance and the Federal Government  
Steve Nelson, United States Merit Systems Protection Board (retired)

Pay for Performance in Sectors Similar to Education  
Richard Rothstein, Economic Policy Institute

Discussants: Carolyn J. Heinrich, University of Wisconsin – Madison  
Roger Sampson, Education Commission of the States

10:30 – 10:45  Coffee Break

10:45 – 12:15  Panel II. Revealed Pay Preferences of Teachers and Systems

Chair: Brian Stecher, RAND Corporation*

Papers:  
Teacher Attitudes on Pay for Performance: A Pilot Study  
Brian Jacob, University of Michigan*

Turning Down Money: Why Some Texas Schools Dismissed Funding for Pay for Performance Programs

* denotes NCPI affiliated researcher  
° denotes paper presenter only; not all authors listed
Lessons from Texas’s Governor Educator Excellence Grant Campuses

Lori L. Taylor, Texas A&M University*

Discussants: Graham Greeson, Tennessee Education Association
Michael J. Petrilli, Thomas B. Fordham Foundation

12:15 – 1:45  Lunch

1:45 – 3:00  Panel III. The Impact of Pay for Performance on Student Achievement

Chair: Janet Hansen, Committee for Economic Development*

Papers:

Teacher Advancement Program: Findings from an Independent Appraisal
Matthew G. Springer, Vanderbilt University’s Peabody College*

Missouri’s Teacher Career Ladder Program
Kevin Booker, Mathematica Policy Research, Inc.

Arkansas’ Achievement Challenge Project: Findings from Year 2 Evaluation
Jay P. Greene, University of Arkansas

Discussants: F. Howard Nelson, American Federation of Teachers, AFL-CIO
Kate Walsh, National Council on Teacher Quality

3:00 – 3:15  Break

3:15 – 4:45  Panel IV. Strategies for Identifying High-Performing Teachers

Moderator: Allen Ruby, United States Department of Education’s Institute for Education Sciences

Presenter: Linda Cavalluzzo, CNA Corporation

Respondents:

Identification Strategies of Teacher Incentive Fund Grantees
Rob Meyer, University of Wisconsin

Toward a Comprehensive Model of Teacher Pay Incentives
Julia E. Koppich, J. Koppich & Associates*

5:30 – 6:30  Evening Reception

6:45 – 7:30  Dinner

7:30 – 8:30  Keynote Address and Discussion

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Introduction: TBD

Keynote: Randi Weingarten, United Federation of Teachers and American Federation of Teachers

Friday, February 29

7:30 – 8:30 Registration and Continental Breakfast

8:45 – 10:00 Panel V. The Impact of Performance-Related Teacher Pay on Student Achievement: An International Perspective

Moderator: Patrick McEwan, Wellesley College*

Presenter: Susan Sclafani, Chartwell Education Group

Respondents: Teacher Incentives: Lessons from India
Karthik Muralidharan, Harvard University

Teacher Incentives: Experimental Evidence from Kenya
Paul Glewwe, University of Minnesota

10:00 – 10:15 Coffee Break

10:15 – 11:45 Panel VI. Tradeoffs and Gaming in Pay Reform Policy

Chair: Claire Smrekar, Vanderbilt University’s Peabody College

Presenter: Paul E. Peterson, Harvard University

Papers: Where The Private Sector Fears to Tread
Derek Neal, University of Chicago

Teacher Performance Measures and Decision Rules: Who Gets Rewarded and Who Does Not?
Daniel F. McCaffrey, RAND Corporation*

11:45 – 1:00 Lunch

1:15 – 2:45 Panel VII. Recruitment and Retention of High-Performing Teachers

Moderator: Herbert J. Walberg, Stanford University’s Hoover Institute*

Presenter: Cynthia Prince, Vanderbilt University’s Peabody College

Respondents: Informal Merit Pay and the Retention of Effective Teachers
Martin R. West, Brown University

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Tennessee’s Most Effective Teachers: Are They Assigned to the Schools that Need Them Most?
Bill Sanders, SAS Institute

Teacher Salary Bonuses in North Carolina
Jacob Vigdor, Duke University

2:45 – 3:00     Break

3:00 – 4:30     Panel VIII. Legal and Political Dynamics of Pay for Performance

Chair: Matthew G. Springer, Vanderbilt University’s Peabody College*
Presenter: Paul Teske, University of Colorado Denver
Respondents:
- Legal Perspective on Pay for Performance
  James E. Ryan, University of Virginia
- The Politics of Teacher Pay Reforms
  Dan Goldhaber, University of Washington
- Collective Bargaining and Pay for Performance
  Jane Hannaway, Urban Institute

4:30     Closing Address and Remarks

Performance Incentive Policies: Is it a Fad or Does it have a Future?
James W. Guthrie, Vanderbilt University’s Peabody College*

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