



ECI Monthly

Publication of the Educator Compensation Institute
www.edcomp.org

FIRST ANNUAL PROGRESS REPORT OF THE EDUCATOR COMPENSATION INSTITUTE January 10, 2008

On January 10, 2007 the Educator Compensation Institute was launched at www.edcomp.org and is now one year old. The Institute was created to serve as the comprehensive information clearinghouse and research organization for issues related to teacher compensation and other education employee compensation, particularly alternative systems and approaches. This collaborative effort has been the product of individuals representing several different constituencies including teachers, administrators, advocates, and researchers. We are extremely pleased about the progress of this nonprofit organization and excited about its prospects. This first annual report will review the developments and progress from 2007 and look ahead to 2008.

Website

The Institute's website serves as the primary venue for the delivery and sharing of information. Featuring a newly added search engine, www.edcomp.org is filled with information, insights, ideas, research, and much more. Searchable tabs include:

- ✧ **News of the Week** – Newspaper and magazine stories on issues relevant to the Institute's purpose are added almost daily.
- ✧ **Research and Reports** – New releases are added as they become available and include issues related to teacher compensation, experience, training, preparation, and more.
- ✧ **Alternative Compensation System Examples** – Examples of state and local systems are explained and discussed.
- ✧ **Legislative Initiatives** – With more than a dozen states implementing alternative compensation systems, this tab is growing all the time.
- ✧ **Editorials** – Editorials from compelling and reputable sources are added regularly.
- ✧ **ECI Monthly** – The monthly electronic newsletter of the Educator Compensation Institute now goes to more than 1,000 people.
- ✧ **ECI Homepage** – The homepage at www.edcomp.org features breaking stories, special reports, a regular web poll and much more.

- ✧ **Special Reports** – Special reports, such as the recently released *2008 Presidential Candidates’ Positions on Teacher Pay*, are regularly issued and posted by the Institute.

Website by the Numbers

Unique Visitors to the Website	69,718
Subscribers to <i>ECI Monthly</i>	1,045
States Represented by the Subscribers.....	50
Issues of ECI Released.....	10
News of the Week Postings.....	350
States Represented by News of the Week	39
Research and Reports	34

The scope of information and insights available on www.edcomp.org have grown profoundly over the last twelve months and are increasing exponentially each month as more and more people become aware of the Institute’s existence.

As the amount of information has grown, so has the utilization. When the site was first launched, it experienced only a dozen or so new visitors each day. Now, the site is normally viewed by several hundred visitors each day with nearly 70,000 new visitors logging on since the sites inception.

Influence

Serving as an active voice in the national debate surrounding teacher compensation was one of the primary objectives in launching ECI. That objective, I am pleased to report, is being met. As President of the Institute, I have been provided the opportunity to weigh-in on these issues on many different occasions, in several different forums. The opportunities to contribute and influence are growing every month.

In November, I presented and facilitated a panel discussion at a conference in Delaware. The event, *Teachers: Compensation, Career Paths, and Collective Bargaining*, was sponsored by the Delaware Public Policy Institute, the Delaware State Education Association, and the Rodel Foundation of Delaware. The two-day conference featured a diversity of views from a variety of sources including Christopher Cerf (New York City Department of Education), Allan Odden (Consortium for Policy Research in Education), Tom Toch (Education Sector), John Stocks (National Education Association), Leo Casey (United Federation of Teachers, New York), Kim Ursetta (Denver Classroom Teachers Association), Clark Reinke (Superintendent of Schools, Plymouth, Wisconsin), Tim Daly (New Teacher Project), Larry Nielsen (MEA-MFT, Montana), and Lawrence Mishel (Economic Policy Institute).

In December, I participated in a Denver event sponsored by the KnowledgeWorks Foundation. A small group of participants from a variety of

sectors and representative of different parts of the country held a two-day conversation, *Re-Imaging Teaching for the Future*. This fascinating exercise resulted in a detailed scenario of what the education of our children might look like in 2020.

Additionally, I have been interviewed by dozens of different newspaper reporters and other media outlets. Opinions and observations based upon the work of the Institute have been published in newspapers from at least ten different states. The insights from the Institute's work have been printed in national publications as well.

Later this month, I am scheduled to speak at the National Education Association's Midwest Leadership Conference in Minneapolis and the South Dakota Education Association's Bargaining Conference in Chamberlain. The opportunities to enter and influence this national debate are growing as hoped.

Sponsorship

Economic sponsorship has been received from eight different organizations with several more currently considering contributions. Additionally, I have submitted preliminary requests to two national foundations. For the work of the Institute to continue and expand, we will need to grow our level of contributions and diversify the sources. Please consider making an organization or foundation contribution to mark our first anniversary.

A Look Ahead to 2008

From all indications, the Educator Compensation Institute is poised to fully emerge on the landscape of this national discussion during 2008. With the increasing number of emails, phone calls, website hits, and other inquiries, it is clear that ECI has found an important niche in this issue.

In addition to continuing its ongoing work of monitoring and weighing-in on issues related to educator compensation, ECI will release its first major report in late February or early March. ***Career Path Compensation System for Teachers*** will provide a "blueprint" example for a radical departure from the traditional salary schedule. The Career Path system looks much like a career ladder approach but with greater flexibility and more comprehensive. The system, the culmination of nearly a decade of work in this area, is designed to be educationally sound and locally effective by addressing four specific purposes:

1. Attracting high quality teachers into the profession
2. Retaining those teachers
3. Enhancing pedagogical skills
4. Adding to the collective body of educational and pedagogical knowledge

Also, ECI will be posting a special update within the next few days about the fascinating story developing in Idaho. There, the Idaho Education Association and the state's Superintendent of School have submitted competing alternative compensation proposals for the Legislature's consideration. The IEA's weTEACH and the Superintendent's iSTARS will be explained. Local press coverage will be included. This one will be interesting to monitor.

Finally, the Educator Compensation Institute has begun exploring the possibility of a national conference around issues related to teacher compensation to be held in late 2008 or early 2009. If there appears to be sufficient interest and growing sponsorships, the Institute will make this conference a reality. We will keep you posted.

Thank you for your support and interest over the past twelve months. The escalating utilization of the website, the increasing number of subscribers to *ECI Monthly*, and the growing recognition of the Institute's work and purpose are very encouraging signs that its existence is needed and valued. This project has begun to fully develop into the comprehensive resource it was created to be.

Respectfully submitted,

Jim Carlson
ECI President
carlson@edcomp.org