

*Performance Incentives:  
Their Growing Impact on American K-12 Education<sup>o</sup>*

**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 28<sup>th</sup>*

**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

<sup>o</sup> denotes paper presenter only; not all authors listed

Jessica L. Lewis, Vanderbilt University's Peabody College\*

*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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° denotes paper presenter only; not all authors listed

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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