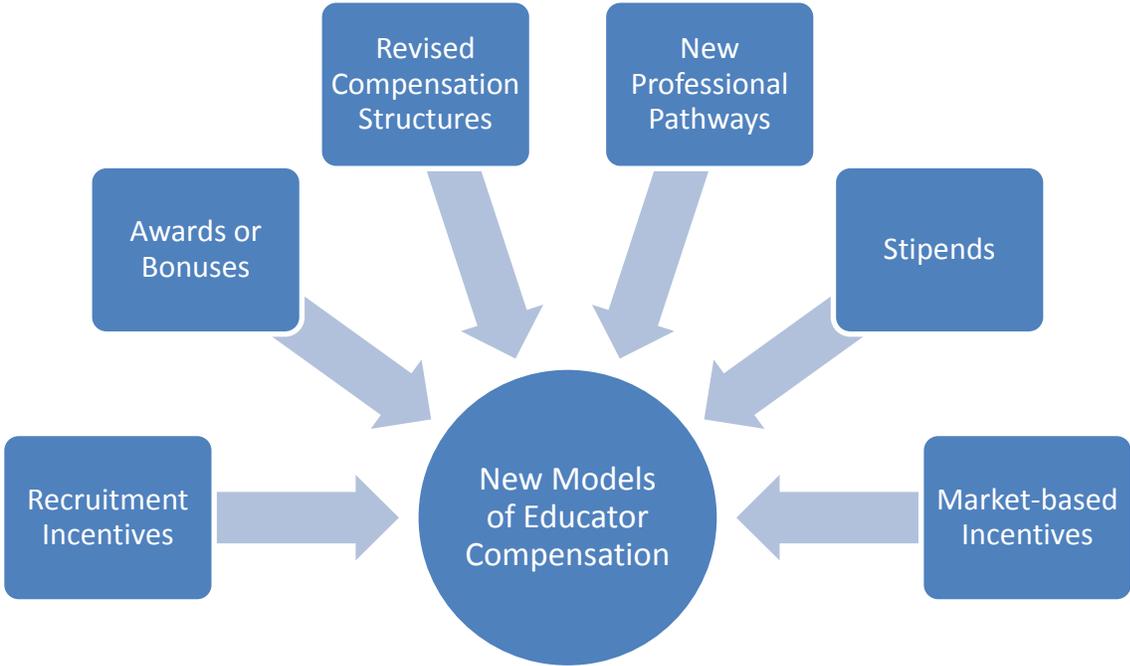


# New Models of Educator Compensation

New models of educator compensation incorporate a variety of strategies. Some models add one new element to an existing system while others make a variety of modifications or totally revamp the compensation system. As RIDE seeks partners in developing and testing new models, we want to begin with a common understanding of what might be included in a model and be clear about the focus of this grant opportunity. New models of Educator Compensation encompass approaches that range from awards and bonuses to career ladders based on performance that lead to differentiated roles and compensation. The chart on the following page illustrates some of these models.



Districts that have developed comprehensive programs that are integrated with their Human Capital Management Systems often include a variety of elements that begin with recruitment and signing of new educators and continue throughout a professional pathway for all educators. The range of options can include:

- Revised compensation structures
- Awards and bonuses
- New professional pathways
- Stipends
- Market-based incentives
- Recruitment incentives

Compensation models may include one, some, or all of these elements. Districts responding to this grant may also elect to choose one or some combination of elements as part of their response to developing performance-based compensation systems.

A review of emerging compensation models suggests that the field of compensation reform uses a variety of terms, sometimes interchangeably, to describe the different ways in which districts across the country are making changes to compensation. For that reason RIDE has stipulated definitions for each of these options to create a common understanding of the priorities of this grant. The descriptions of each of the options appear on the following page.

### Types of Compensation

