



IMPACT and Compensation

Key Findings:

- Given a higher salary schedule and the additional compensation possible through IMPACTplus bonuses and LIFT salary increases, DCPS teachers can make significantly more compensation over a 25-year career than in other local districts: approximately \$200K more at non-Title I schools, and up to \$1.2M more at DCPS' most challenging schools. [Fig. 1]
- Due to the differences in bonus structure and salary increases, teachers in Title I schools make over \$2,000 more on average in salary than teachers at non-Title I schools, and over \$4,000 more when bonuses are included. [Fig. 2]
- Wards 8 and 1 have received the highest percentage of IMPACTplus bonus dollars relative to the size of their teacher population. Wards 1 and 4 have received the highest percentage of LIFT salary increase dollars, proportionally. [Fig. 5 and 6]
- Performance-based compensation is largely distributed proportionally by race. [Fig. 7]

Performance-Based Compensation Key Data

Figure 1: How does DCPS total yearly teacher compensation compare to local jurisdictions?

The combination of the overall pay scale with the IMPACTplus bonus structure and additional base salary increases result in a DCPS teacher being able to earn significantly higher compensation when compared to nearby districts – over \$200K more over a 25 year career at non-Title I schools, and up to \$1.2M more at DCPS’ most challenging schools. The figure below is based off of teachers entering with a Master’s degree; the difference would be even larger for a teacher entering with a Bachelor’s degree but no Master’s degree. The top three lines show teachers in High Poverty schools who are thus eligible for additional salary increases through LIFT.

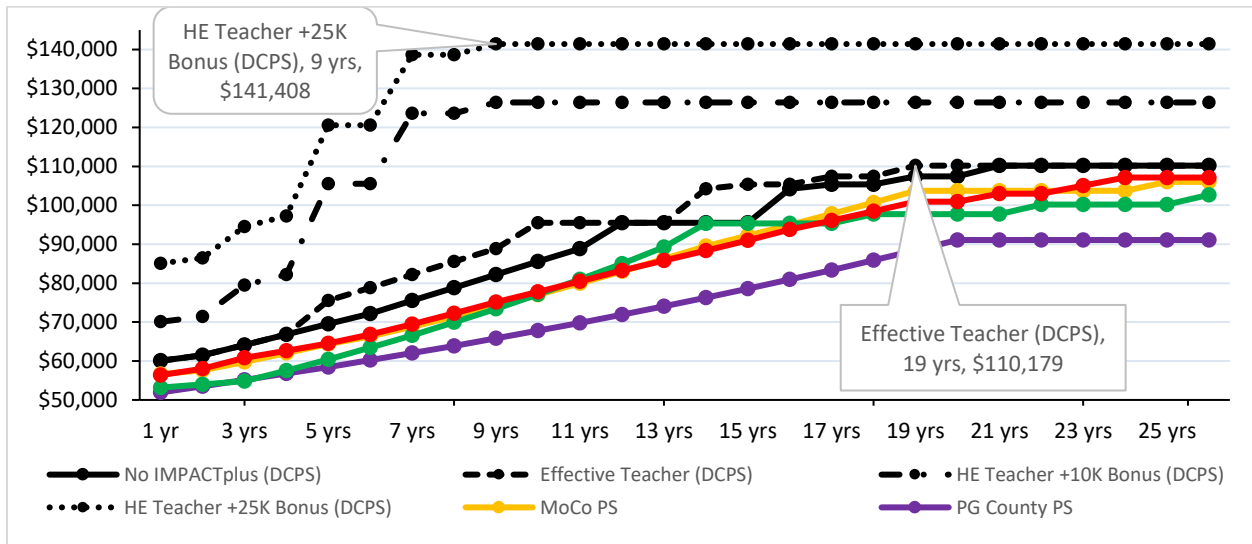


Figure 2: How do bonus payouts affect the average compensation for teachers at Title 1 and non-Title 1 schools?

On average, teachers in Title I schools make over \$2,000 more in salary than teachers in non-Title I schools. When including bonuses, the average difference is over \$4,000. Between 2016-17 and 2017-18, DCPS negotiated an increased salary schedule with the WTU, which led to the significant increase in average salary between the two years.

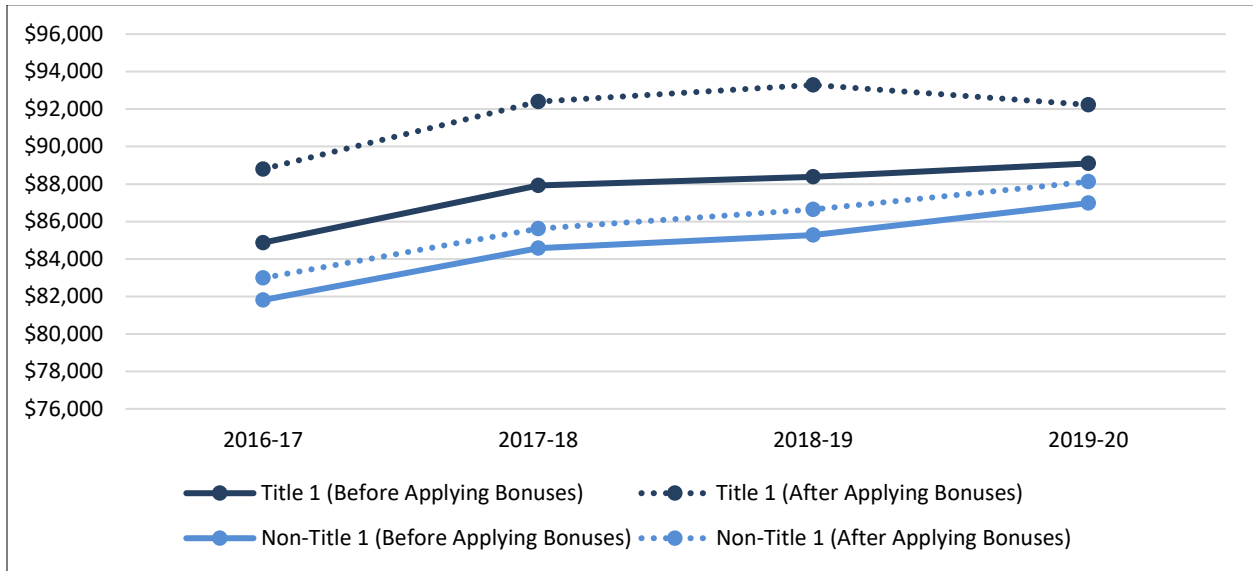
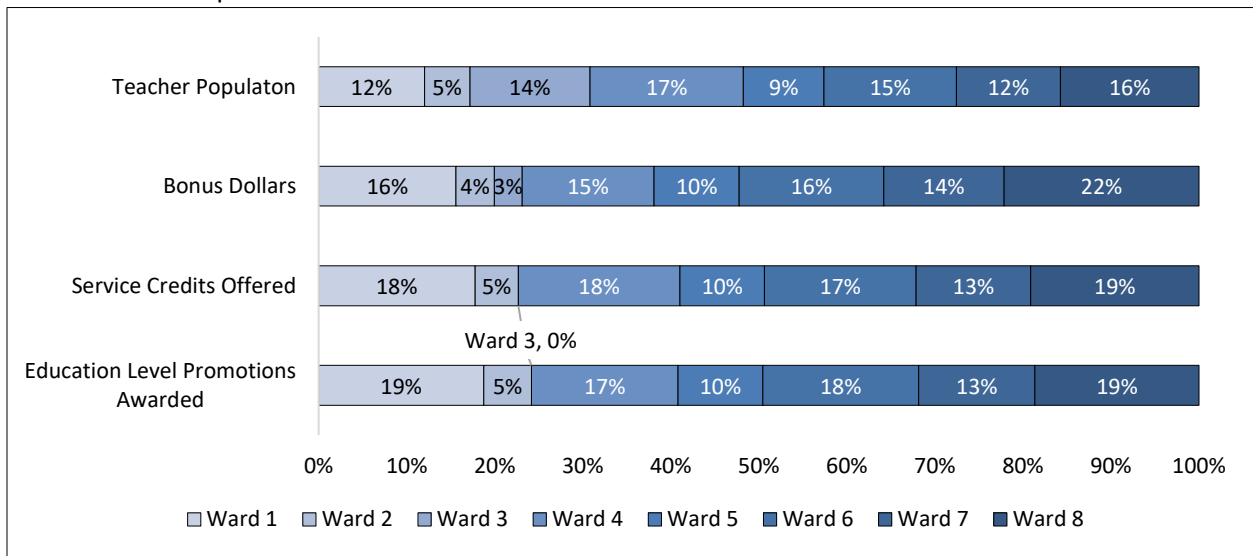


Figure 3: Does the current system invest bonus dollars, service credit offers, and educational level promotions equitably across wards?

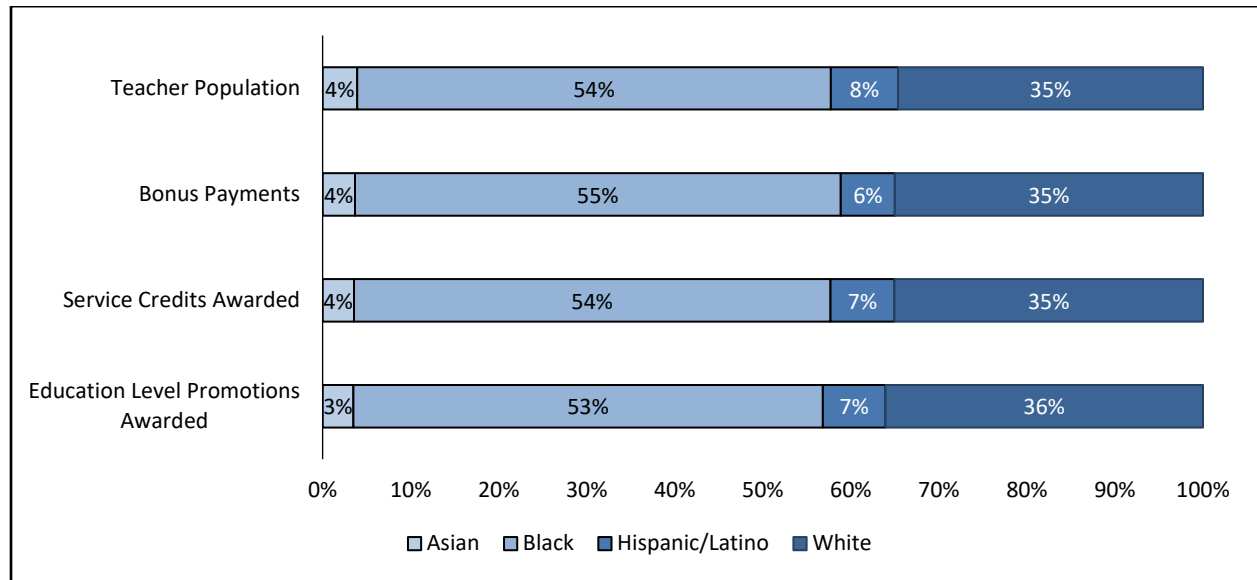
Between 2016-17 and 2018-19 Ward 8 has received the highest proportion of bonus dollars compared to their teacher population while Ward 1 has received the highest proportion of service credit and educational level promotions offers.



**Ward 3 has no Title 1 schools, and so teachers are not eligible for service credits or educational level promotions through LIFT*

Figure 5: Has DCPS invested performance-based compensation proportionally across race and ethnicity?¹

Between the 2016-17 school year and the 2018-19 school year DCPS has invested its bonus dollars, service credits awarded, and education level promotions awarded by race proportionally relative to the demographics of the teacher force - Black teachers have been 54% of the teaching force (with known race data) over that time and received 55% of the bonus dollars, 54% of the service credits, and 53% of the education level promotions.



¹ This figure includes the total distribution of teachers with known or reported races/ethnicities. Some teachers and assessors do not choose to report data on their race/ethnicity, or these data are missing. Additionally, teachers whose race was reported as American Indian, Alaska Native, Native Hawaiian or Other Pacific Islander are not included due to this group’s comparatively small n size.

Appendix: Performance-Based Compensation Overview

IMPACT*plus* is DCPS' performance-based compensation system. All teachers who earn an IMPACT rating of Highly Effective are eligible for an annual bonus if they return to DCPS the following fall, and teachers at high-poverty schools may be eligible for additional increases in salary when they reach specific stages on LIFT, DCPS' teacher career ladder. Teachers who receive a final IMPACT rating below Effective are held at their current step.

IMPACT*plus* Bonus Structure

The bonus structure differentiates between teachers at High Poverty schools (i.e. Title I) and Low Poverty schools (i.e. non-Title I). Teachers who have Individual-Value Added as part of their evaluation or teachers at one of the Comprehensive Support-Tier 1 (CS1) schools are eligible for additional add-ons as part of their reward. 2019-20 was the first year CS1 schools had this add-on, prior to the 2019-20 school year, this add-on was designated for Targeted 40 schools.

Teacher IMPACT Rating	School Poverty Level	Base Bonus	Add-on for Group 1 (IVA)	Add-on for CS1 schools	Total Possible Bonus
Highly Effective	High Poverty	\$10,000	\$5,000	\$10,000	\$25,000
	Low Poverty	\$2,000	\$1,000	n/a	\$3,000

IMPACT*plus* Service Credit Structure

In addition to IMPACT*plus* bonuses, teachers at High Poverty schools can earn increases in their base salary through the LIFT Career Ladder. Movement through the LIFT ladder is exclusively based on the IMPACT ratings a teacher receives.

Upon entering the Advanced, Distinguished, and Expert Teacher stages, teachers in high-poverty schools will be eligible for an increase in their base salary in the form of a service credit, meaning that they will be paid as if they had additional years in the system. The number of service credits offered depends on a teacher's LIFT stage and education level, as indicated in the chart below. When they enter the Distinguished and Expert LIFT stages teachers are also moved to the Master's and Ph.D. pay scale respectively if they were not already there.

Current LIFT	Move to the next LIFT level by achieving...	Subsequent LIFT	Offer for High Poverty schools
Teacher	1 Highly Effective Rating, OR 2 Consecutive Effective Ratings	Established	None
Established	1 Highly Effective Rating, OR 2 Consecutive Effective Ratings	Advanced	2 Service Credits
Advanced	2 Consecutive Highly Effective Ratings	Distinguished	5 Service Credits Move to Masters band
Distinguished	2 Consecutive Highly Effective Ratings	Expert	5 Service Credits Move to PhD band