



# INCENTIVE PAY FOR TEACHERS

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**THE PROBLEM:** Missouri's Department of Elementary and Secondary Education (DESE) reported that just 42 percent of students were prepared for either a career or college at the time of their graduation in 2017. In addition, career and technical education (CTE) programs in Missouri may not prepare a student for a career if they don't include an industry-recognized credential (IRC) upon completion. IRCs are tangible evidence that an applicant has the necessary skills for the job. CTE certificates issued by schools may not carry as much weight as an IRC. Without an IRC, CTE students may have bought into a false promise of a job after graduation.

**THE SOLUTION:** *Teacher bonus pay for IRC completion.*

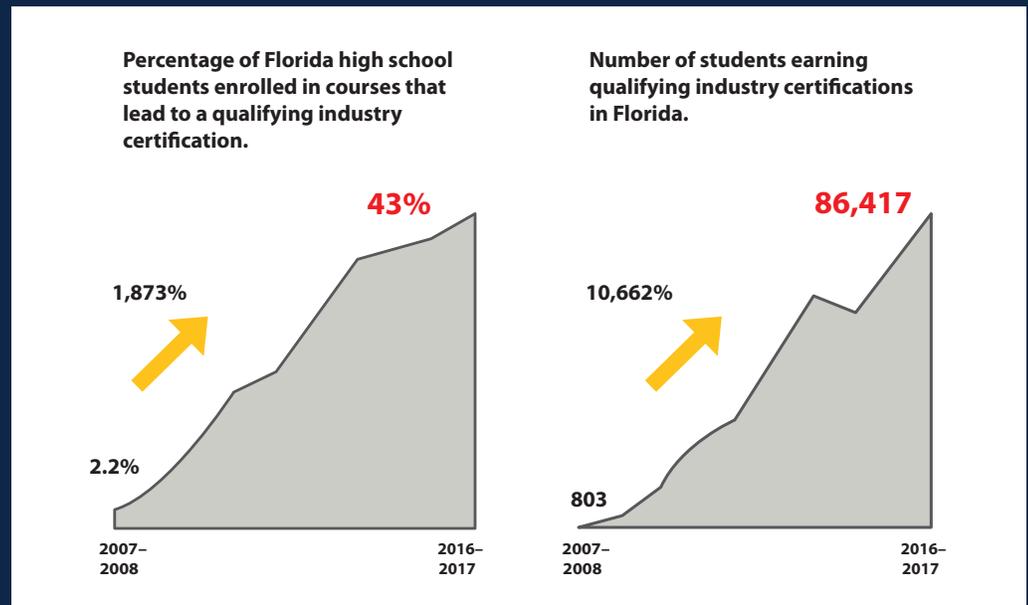
The number of students who obtain an IRC before leaving high school could be factored into a district's weighted average daily attendance (WADA), which then affects its state funding allocation. Districts with successful CTE programs would receive additional money from the state, and teachers could receive bonuses of \$25 to \$50 for each of their students who receive the credential. This program would provide an incentive for teachers to encourage students to pursue an IRC. A student who receives an IRC has a clear path to a job after graduation or is better prepared for further education.

**WHO ELSE DOES IT?** Seven states currently have IRC teacher bonus pay policies.

**THE OPPORTUNITY:** Missouri already has CTE programming that offers IRC attainment, but only 10 percent of students received an IRC in 2017. While IRC tests are already an option to fulfill CTE requirements, students are not taking full advantage of them. Providing

## INDUSTRY CERTIFICATION SUCCESS IN FLORIDA

In the 2007–2008 school year Florida began an incentive program to encourage schools to offer industry certification programs to students.



Source: *ExcelinEd. Industry Certification Policy Brief, 2018.*

a teacher bonus pay for students who attain an IRC could help increase the number of students who leave school with a credential that employers value.

### KEY POINTS

- Too many Missouri high school graduates leave school unprepared for a career or college.
- Financial incentives to encourage students to pursue IRCs would lead to stronger CTE programs and reward CTE teachers for excellence in preparing students for success.

### SHOW-ME INSTITUTE RESOURCES:

**Blog Post:** "How Can Missouri Get More Out of its CTE Programs?"

**Blog Post:** "If Business Owners Want a More Skilled Workforce, They Shouldn't Forget about Charter Schools"