



Welcome Back!

CSBA InfoPicks

By Popular Request! More on Merit Pay - Studies and other Stuff

1. *Catalyst for Change: Pay for Performance in Denver, Final Report*, by the Community Training and Assistance Center.
www.ctacusa.com/denver-vol3-final.pdf.
2. Information about U.S. compensation strategies can be found on the U.S. Consortium for Policy Research in Education website.
www.wcer.wisc.edu/cpre/tcomp/statel
3. *Developing a Performance Pay Plan for Teachers: A Process, Not an Event*. By Douglas B. Hartman, President Colorado Federation of Teachers, School Health and Public Employees and Rob Weil, President, Douglas County Federation of Teachers. (www.aft.org/topics/teacher-quality/downloads/periplan.pdf) Submitted to the American Federation of Teachers Research Department (1997), the article remains interesting because it was written from the teachers' perspective. The School District has a strict accountability plan which it negotiated working closely with the union and appears to be outperforming other districts in the state nearly all educational measures.
4. Written by school principle Sally Stanley about the Douglas County experience, the article offers 'what does and doesn't work' suggestions. *Paying for Performance. Cash Incentives: Focus Staff on Student Achievement*. (Winter 1999 edition of **Middle Matters**, the on-line publication of the National Association of School Principles.)
www.naesp.org/ContentLoad.do?contentId=480
5. Performance & Accountability Reviews in Saskatchewan - The Saskatchewan Educational Leadership Unit out of the University of Saskatchewan offers independent, "third party" consulting services to measure and enhance school board accountability and staff and system performance.
www.usask.ca/education/selu/index.htm.
6. **The Ignacio Market Driven Compensation Plan: And Why It Fell Short**, by Benjamin DeGrow a Research Associate with the Education Policy Center of the Independence Institute. *March 2005*. Contrast this board's failed attempt at performance pay with the Douglas county model.
http://i2i.org/articles/IP_3_2005_Web.pdf
7. **The Quest For Better Teachers: Grading The States** By Chester E. Finn, Jr., Marci Kanstoroom and Michael J. Petrilli; this Fordham Foundation sponsored paper (1999) shows the efforts of U.S. states in addressing the quality of their teaching force. Unfortunately, most of the steps point in the wrong direction. This "report card" contains plenty of evidence of that fact - together with some exceptions and hopeful signs.
www.edexcellence.net/doc/quest.pdf

Status of Some CCL Research

The Canadian Council on Learning has engaged a number of research projects. The following are a sample of some relevant current projects:

French Language Literacy

Dr. Monique A. Nadeau, PhD, Director of *Cognition+* will lead a state of the field review in French language literacy in areas where French speakers are in the minority. Specifically, this review will investigate best practices in promoting literacy among students from grade 1 to grade 12.

E-Learning

Dr. Jamie Rossiter, of Rossiter Consulting will provide a baseline of the state of e-learning in Canada. Specifically where the knowledge and implementation of e-learning are weakest and what areas of inquiry are likely to be most fruitful.

Also, Dr. Philip C. Abrami, a Professor at Concordia's Centre for the Study of Learning and Performance, (Canadian Network for Knowledge Utilization), will collect and disseminate the best evidence to inform and improve e-learning policy-making and practice.

Early Childhood Learning

Dr. Gordon Cleveland, Associate Chair of the University of Toronto's Institute of Child Study, will focus on the learning that occurs when preschoolers participate in early learning and child care programs.

Dr. Cleveland will summarize what is known and unknown. The proposal partner is the Atkinson Centre for Society and Child Development

Patricia Parulekar, National Director
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