

National Study of the Teacher Incentive Fund

Dear Teacher,

The U.S. Department of Education has contracted with SRI International, the Urban Institute, and Berkeley Policy Associates to conduct a five-year study of the Teacher Incentive Fund (TIF), which was designed to provide financial support to local education agencies, nonprofit organizations, or state education agencies to implement innovative performance pay systems for primary and secondary school teachers and principals.

This survey is intended to help us learn about educators' perceptions of, and experiences with, performance pay in general and the Teacher Incentive Fund. You are receiving this survey because your school is participating in one of the programs listed below. However, when completing this survey, if your school is implementing more than one performance pay program, please respond based on your experiences in ALL performance pay programs in which you currently participate.

Alaska	<ul style="list-style-type: none">Alaska Teacher and Principal Incentive Project
Arizona	<ul style="list-style-type: none">Amphitheater Unified's Project EXCELL!
California	<ul style="list-style-type: none">Lynwood Unified's Quest for Success
Colorado	<ul style="list-style-type: none">Denver Public School's ProCompEagle County School District's Performance-Based Compensation ProgramHarrison School District's REAL programWeld County's Fort Lupton Teacher Incentive Fund
District of Columbia	<ul style="list-style-type: none">D.C. Public Schools' TEAM program
Florida	<ul style="list-style-type: none">Hillsborough County Public Schools' POWER programMiami-Dade County's Project RISEOrange County's REAP program
Illinois	<ul style="list-style-type: none">Chicago Public Schools' Chicago TAP program
Louisiana	<ul style="list-style-type: none">Algiers Charter Schools Association's Teacher Advancement Program (TAP)
Massachusetts	<ul style="list-style-type: none">Edward W. Brooke Charter School's Teacher Excellence Incentive Project
Maryland	<ul style="list-style-type: none">Prince George's County's FIRST program
North Carolina	<ul style="list-style-type: none">Charlotte-Mecklenburg's LEAP programCumberland County's Teacher Incentive FundGuilford County's Mission Possible program
New Mexico	<ul style="list-style-type: none">Northern New Mexico's Performance-Based Compensation Program
New York	<ul style="list-style-type: none">Center for Educational Innovation's (CEI-PEA) PICCS program
Ohio	<ul style="list-style-type: none">Cincinnati, Cleveland, Columbus, and Toledo's OTIF program
Oklahoma	<ul style="list-style-type: none">Beggs SMART program
Pennsylvania	<ul style="list-style-type: none">Philadelphia's Teacher and Principal Incentive Fund ProjectPittsburgh's PULSE program
South Carolina	<ul style="list-style-type: none">Florence County and Lauren's School District's SCTAP+South Carolina Department of Education's TAP
South Dakota	<ul style="list-style-type: none">South Dakota Incentive Fund (SDI+)
Tennessee	<ul style="list-style-type: none">Memphis City Schools Effective Practice Incentive Community (EPIC) program
Texas	<ul style="list-style-type: none">Dallas ISD Performance Pay ProgramHouston's Project ASPIRESchool of Excellence in Education's TAPASA programUniversity of Texas's Teacher Incentive Fund Program
NATIONAL	<ul style="list-style-type: none">National Charter School Consortium's Effective Practice Incentive Community (EPIC)

We appreciate your contribution to our study, and your responses will provide invaluable insight into the implementation of performance pay systems across the country. Your responses will be kept **confidential**. For reporting purposes, your responses will be combined with those of other educators in your performance pay program, and no survey response will be reported at the individual level.

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The survey will take approximately 15-20 minutes to complete. If you prefer to complete this survey online, please follow this link: [\[INSERT LINK\]](#) and enter participant code [\[X\]](#). If you have any questions about this survey or the national study, please contact:

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This survey is authorized by the U.S. Department of Education ([P.L. 20 U.S.C. 1221e-1](#)) and the Confidential Information Protection and Statistical Efficiency Act of 2002. These laws require that the survey sponsor treat all information you provide as confidential. The information you provide will be used only for research and statistical purposes by the survey sponsor, its contractors, and collaborating researchers for the purpose of analyzing data and preparing scientific reports and articles. Any information publicly released (such as statistical summaries) will be in a form that does not personally identify you. Your response is voluntary.

According to the Paperwork reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. The valid OMB control number for this information collection is 1875-0256. The time required to complete this information collection is estimated to average 15-20 or minutes per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: U.S. Department of Education, Washington, D.C. 20202-4537.

OMB NO.: [to be filled in]
EXPIRATION DATE: [to be filled in]



National Study of the Teacher Incentive Fund (TIF) Teacher Survey

This survey is intended to help us learn about educators' experiences with performance pay in their school or district as part of the national evaluation of the Teacher Incentive Fund (TIF). Performance pay programs are designed to provide additional compensation—often referred to as incentives—based on meeting certain established criteria. You are receiving this survey because your school is participating in a performance pay program.

1. Please indicate all grades in which you currently provide instruction. Mark all that apply.

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. What are your primary teaching assignments? Mark all that apply.

- Elementary, all subjects
- Special Education (self-contained or resource)
- Reading/English Language Arts
- Science
- Mathematics
- Social Studies or History
- Foreign language
- Visual or Performing Art(s)
- Physical Education
- Other → Please specify _____

3. Including the 2010-11 academic year, how many years have you worked as a teacher?

Mark one box per row.

	1 year	2-3 years	4-5 years	6-9 years	10-19 years	20+ years
a. Total years	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Years in your present district	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Years in your present school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Have you ever taught in a school or district that did not have a performance pay program?

- Yes
- No

5. Is participation in the performance pay program in your school or district mandatory? Mark only one box.

- Yes
- No
- Don't know

6. How well do you understand the following aspects of the performance pay program in your school or district?

Mark one box per row.

	Not at all	Somewhat	Very well
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a. Goals of the program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Activities for which you can earn incentive pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. How incentive amounts are calculated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. When incentive payments are distributed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. How your work as a teacher is evaluated for the program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. For which of the following activities can a teacher earn additional pay under the performance pay program in your school or district? Mark one box per row.

	Yes	No	Don't know
Teaching Assignment			
a. Teaching in a "hard-to-staff" school (e.g., schools serving large proportions of economically disadvantaged or low-performing students)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teaching mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Teaching science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Teaching special education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raising Student Achievement			
e. Raising student achievement school-wide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Raising student achievement in a teacher's classroom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Classroom Practice			
g. A teacher's classroom practice, as measured by formal evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other components of the performance pay program			
h. Attending professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Participating in graduate level courses, or earning a Master's degree or additional certification (may include tuition reimbursement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Taking on additional responsibilities (e.g., being a master teacher, chairing a committee, mentoring another teacher)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Sharing effective practices with other teachers and educators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Earning National Board Certification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Other → Please specify _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Thinking about all of the possible activities that are compensated through incentives in your performance pay program, what is the maximum amount that a teacher can currently earn in addition to base salary?

Mark only one box.

- Less than \$1000
- \$1,000 - \$1,999
- \$2,000 - \$3,999
- \$4,000 - \$5,999
- \$6,000 - \$7,999
- \$8,000 - \$9,999
- \$10,000 - \$11,999
- \$12,000 - \$14,999
- \$15,000 or more
- Don't know

9. Some programs award a fixed incentive amount to everyone who meets certain criteria. In other performance pay programs, either the number of awards is limited or the amount of the award varies based on how many people attain it. **Which of the following applies to the performance pay program in your school or district?**

Mark all that apply.

- All teachers or schools achieving performance benchmarks receive the incentive award, and the amount of the award is set in advance.
- The number of award recipients is set in advance (e.g., only the 5 highest-performing schools win an award).
- The amount of the award varies based on how many teachers or schools attain the performance standard.
- Don't know

10. Thinking about the way(s) you receive information about the performance pay program in your school or district, indicate how helpful each of the following sources of information have been for you personally.

Mark one box per row.

	Did not receive information	Not at all helpful	Somewhat helpful	Very helpful
a. Written communication from the school or district	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Formal meetings or professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Other teachers or staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other → Please specify _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. Thinking about the past 12 months, what support have you received to help you earn an incentive award?

Mark one box per row.

	Yes	No
a. Mentoring or coaching	<input type="checkbox"/>	<input type="checkbox"/>
b. Professional development	<input type="checkbox"/>	<input type="checkbox"/>
c. Observations, evaluation, or feedback from my peers	<input type="checkbox"/>	<input type="checkbox"/>
d. Administrator evaluation and feedback	<input type="checkbox"/>	<input type="checkbox"/>
e. Other → Please specify _____	<input type="checkbox"/>	<input type="checkbox"/>

12. How strongly do you agree or disagree with the following statements about the supports (professional development, coaching, evaluation and feedback) that were available to you in the past 12 months?

Mark one box per row.

	Strongly disagree	Disagree	Agree	Strongly agree
a. I have sufficient support available to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The support available to me is of high quality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Our performance pay program influences the type of support I seek out.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The support I received impacted the way I teach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The support I received helped me earn an incentive award.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. How strongly do you agree or disagree with the following statements about the performance pay program in your school or district? Mark one box per row.

	Strongly disagree	Disagree	Agree	Strongly agree
a. The performance pay program is clearly communicated to educators.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The performance pay program encourages teachers to work harder than in prior years to get more pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Our school has less chance of earning an award because of the characteristics our student population.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The incentive program omits important aspects of teaching that should be considered.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The program does a good job of distinguishing effective from ineffective teachers at my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The criteria to receive an incentive are fair.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The performance pay program contributes to greater collegiality and professionalism among the staff in my school/district.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The performance pay program has helped establish common goals for student learning and teacher instruction at my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Changes in student achievement are attributable to the performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Performance pay leads some teachers to focus too much on test-taking and not the broader curriculum.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Our performance pay program helps schools attract effective teachers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Our performance pay program helps schools retain effective teachers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Performance pay positively affects the status of the teaching profession.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Teachers at my school are more comfortable with frequent observations of their teaching because of the performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. The prospect that teachers can earn additional compensation leads some teachers to engage in unethical behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Leadership at my school is more effective now that the principal participates in a performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Performance pay negatively affects the morale of teachers who did not receive an incentive award.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Parents and the school community believe the performance pay program is important.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. The performance pay program is likely to continue for the foreseeable future.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. Including this year, how many years have you participated in a performance pay program? Mark only one box.

- None, I have never participated in a performance pay program → SKIP TO QUESTION 20
- 1 year (e.g., this is my first year) → SKIP TO QUESTION 18
- 2 - 3 years
- 4 - 5 years
- More than 5 years
- Don't know

15. What was the total amount of the performance bonus you received LAST year, for 2009-10? Mark only one box.

- None, I did not participate in the performance pay program in 2009-2010 → SKIP TO QUESTION 18
- None, I did not receive a performance bonus last year → SKIP TO QUESTION 17
- Less than \$1000
- \$1,000 - \$1,999
- \$2,000 - \$3,999
- \$4,000 - \$5,999
- \$6,000 - \$7,999
- \$8,000 - \$9,999
- \$10,000 - \$11,999
- \$12,000 - \$14,999
- \$15,000 or more
- Don't know

16. Did you receive the correct compensation LAST year, for 2009-10, based on the criteria of the performance pay program and your personal performance? Mark only one box.

- Yes
- No
- Don't know

17. How strongly do you agree or disagree with the following statements about your participation in the performance pay program? Mark one box per row.

	Strongly disagree	Disagree	Agree	Strongly agree
a. The performance pay system is fair.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I can increase my earnings through the performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I am better compensated as a teacher with a performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The size of the possible award is large enough to motivate me to earn it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The formal evaluation I received was fair.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I have altered my instructional practices as a result of the performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I was already working as effectively as I could before the implementation of the performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I experience personal satisfaction earning an award.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. I understand why I did or did not receive an incentive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

18. Are you CURRENTLY, in 2010-11, participating in the performance pay program in your school or district?

Mark only one box.

- Yes
- No → SKIP TO QUESTION 20
- Don't know

19. Thinking about this academic year (2010-11), what is the likelihood that you will earn an award for each of the following? If the performance pay program in your school or district does not provide incentives in one of the categories, please check "Not applicable". Mark one box per row.

	Not at all likely	Somewhat likely	Very likely	Not applicable
a. Teaching in a hard-to-staff school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teaching a specific subject	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Raising student achievement school-wide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Raising student achievement in my classroom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Classroom practice, as measured by formal evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Other components of the performance pay program (e.g., professional development, additional responsibilities, additional certification)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. How strongly do you agree or disagree about effects of the performance pay program? *Mark one box per row.*

	Strongly disagree	Disagree	Agree	Strongly agree
a. I am more satisfied with teaching because of performance pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The stress and disappointments involved in teaching at this school are greater due to performance pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My job satisfaction has increased due to performance pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I am more satisfied with my overall level of compensation due to performance pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I receive more useful feedback from my evaluations due to the performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. g. I receive more support through professional development due to the performance pay program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. i. I feel increased pressure to perform due to performance pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. k. I have less freedom to teach the way I would like to teach due to performance pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. Has the performance pay program affected your choice of what to teach or where to teach?

Mark only one box.

- Yes
 No → SKIP TO QUESTION 23

22. How has the performance pay program affected your choice of what to teach or where to teach?

Mark all that apply.

- I stayed in my school because of the performance pay program.
 I changed schools to get into the performance pay program.
 I changed my primary subject of instruction to earn performance pay.
 I applied to my school to get into the performance pay program.
 I applied for positions in another school or district to try to leave the performance pay program.

23. How strongly do you agree or disagree with the following statements about your school?

Mark one box per row.

	Strongly disagree	Disagree	Agree	Strongly agree
a. Teachers trust and respect one another.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. School administrators respect and support the teachers in their work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Teachers are involved in making decisions at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Parents and the community respect teachers at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Most educators believe that all the students at this school can do well academically.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. School administrators set high standards for teaching.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. School administrators know what is going on in teachers' classrooms.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. Indicate how often most teachers at your school do each of the following activities. Mark one box per row.

	Never	A few times this year	Once or twice a month	Once or twice a week	Almost every day
a. Share ideas, strategies, and methods on teaching and learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Share and discuss student work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Observe each other's classroom instruction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Discuss student assessment data with other teachers to make instructional decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. What is the highest degree you hold? Mark only one box.

- Associate's degree
- Bachelor's degree
- Bachelor's degree plus some graduate credit
- Master's degree
- Master's degree plus some additional graduate credit
- Doctorate or professional degree
- Other → Please specify _____

26. What is your age (in years)? *Mark only one box.*

- Less than 25
- 25 - 30
- 31 - 40
- 41 - 50
- 51 - 65
- 65 or over

27. What is your current base salary (before taxes and deductions)? *Mark only one box.*

- Less than \$20,000
- \$20,000 - \$29,999
- \$30,000 - \$39,999
- \$40,000 - \$49,999
- \$50,000 - \$59,999
- \$60,000 - \$69,999
- \$70,000 - \$79,999
- \$80,000 - \$89,999
- \$90,000 or more

28. Please indicate today's date (MM/DD/YYYY):

29. Please share any other information that could help us better understand the performance pay program in your school or district.

THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.