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.

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| **Alaska** | * Alaska Teacher and Principal Incentive Project
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| **Arizona** | * Amphitheater Unified’s Project EXCELL!
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| **California** | * Lynwood Unified’s Quest for Success
 |
| **Colorado**  | * Denver Public School’s ProComp
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|  | * Eagle County School District’s Performance-Based Compensation Program
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|  | * Harrison School District’s REAL program
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|  | * Weld County’s Fort Lupton Teacher Incentive Fund
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| **District of Columbia**  | * D.C. Public Schools’ TEAM program
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| **Florida**  | * Hillsborough County Public Schools’ POWER program
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|  | * Miami-Dade County’s Project RISE
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|  | * Orange County’s REAP program
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| **Illinois**  | * Chicago Public Schools’ Chicago TAP program
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| **Louisiana**  | * Algiers Charter Schools Association’s Teacher Advancement Program (TAP)
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| **Massachusetts**  | * Edward W. Brooke Charter School’s Teacher Excellence Incentive Project
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| **Maryland**  | * Prince George's County’s FIRST program
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| **North Carolina**  | * Charlotte-Mecklenburg’s LEAP program
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|  | * Cumberland County’s Teacher Incentive Fund
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|  | * Guilford County’s Mission Possible program
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| **New Mexico**  | * Northern New Mexico’s Performance-Based Compensation Program
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| **New York**  | * Center for Educational Innovation’s (CEI-PEA) PICCS program
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| **Ohio**  | * Cincinnati, Cleveland, Columbus, and Toledo’s OTIF program
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| **Oklahoma**  | * Beggs SMART program
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| **Pennsylvania**  | * Philadelphia’s Teacher and Principal Incentive Fund Project
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|  | * Pittsburgh’s PULSE program
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| **South Carolina**  | * Florence County and Lauren’s School District’s SCTAP+
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|  | * South Carolina Department of Education’s TAP
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| **South Dakota**  | * South Dakota Incentive Fund (SDI+)
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| **Tennessee**  | * Memphis City Schools Effective Practice Incentive Community (EPIC) program
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| **Texas**  | * Dallas ISD Performance Pay Program
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|  | * Houston’s Project ASPIRE
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|  | * School of Excellence in Education’s TAPASA program
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|  | * University of Texas’s Teacher Incentive Fund Program
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| **NATIONAL** | * National Charter School Consortium’s Effective Practice Incentive Community (EPIC)
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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 participation is voluntary. 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.

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 [to be filled in]. The time required to complete this information collection is estimated to average 15-20 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]