Having the right people in our classrooms and schools can have a tremendous impact on student learning, transform our education system and help districts achieve their goals. However, many superintendents, state departments of education and school leaders are asking, “What are the best ways to recruit, develop and retain the most effective educators?”

One strategy that has gained national momentum is the implementation of strategic compensation and award programs. Using research as well as experience and lessons learned from their work with several diverse school districts over the past decade, Battelle for Kids has developed a series of six online courses to provide education leaders who are considering compensation reforms, with a framework to build a strategic compensation program that is uniquely aligned with their district’s values.

The American Association of School Administrators (AASA) is now offering these interactive courses as a professional learning tool for its membership across the country. The courses guide users through:

- The history of educator compensation practices
- The components that make up compensation programs
- How to use data appropriately and incorporate multiple measures into a compensation model
- How to design and implement a strategic compensation plan that is tied to a district-wide improvement framework using collaborative teams, professional development, communications, technology and more

"This past school year our Board made a strategic decision to move toward a more progressive salary schedule for our district. The resources from Battelle for Kids have been invaluable in the process. Our district has gone from simply exploring options to embracing a new model of teacher pay in a few short months."

—Tennessee Superintendent

For more information, visit AASA’s website at www.aasa.org or call (703) 528-0700.
Battelle for Kids’ strategic compensation online courses were created to help school administrators build a deeper understanding of strategic compensation as an educational improvement strategy and learn the critical steps that every district must take when designing and implementing a compensation model.

## IDEATION PHASE

**SC0001: Provocative Thinking about Strategic Compensation**
Looking back to look forward, explore human motivation theories and begin thinking about why you might consider paying teachers differently in your district. Gain a perspective of the history and current national landscape of educator compensation and why the current systems are being challenged.

## DEFINING AND INVESTIGATION PHASE

**SC0002: Total Compensation**
Learn about the elements and current trends that comprise a total compensation package. Explore and reflect on strategic compensation programs that depict various degrees of implemented compensation changes.

**SC0003: Measuring Performance**
Understand the importance of measurement in a strategic compensation program. Explore various measurement tools and the quality of data used.

## IMPLEMENTATION PHASE: PERFORMANCE-BASED COMPENSATION

**SC0004: Designing, Aligning and Synergy**
Investigate the vital behaviors needed to implement a pay-for-performance program. Examine best practices in convening a design committee and aligning your model with your core beliefs.

**SC0005: Communicating and Branding**
Discover best practices for communicating about your strategic compensation plan and how branding and messaging is a part of a comprehensive communication plan.

**SC0006: Making your Program Operational**
Examine how to make the best of the available data systems. Explore ways to determine eligibility through various phases for a smooth payout process.

**SC00CP: Culminating Project**
Synthesize your learning by creating a PowerPoint that provides your staff with an overview of the components of a well-designed strategic compensation program.

AASA members can purchase Battelle for Kids’ strategic compensation online courses at [www.aasa.org](http://www.aasa.org). The cost is $235 per person or $5,500 for a group of up to 50 people.

> The online strategic compensation courses provided critical questions, structure, feedback and guidance, yet the flexibility to meet our needs in a time frame beneficial to our staff.
>  
> –Ohio Superintendent

For more information, visit AASA’s website at [www.aasa.org](http://www.aasa.org) or call (703) 528-0700.