

Your Question:

What are some examples of outcomes-based K12 funding formulas at the federal, state or local levels?

Our Response:

Initiatives at the federal, state, and local level attempt to tie funding to student and school performance. The most common type of performance-based funding at the K-12 level is [merit pay for teachers](#). The following examples illustrate the various ways to tie additional funds to performance.

Federal Initiative

[Teacher Incentive Fund](#) (TIF). The TIF program, which is run through the United States Department of Education (USDOE), provides funding to school districts to help them implement merit pay systems. This program provides funding for projects that develop and implement performance-based teacher and principal compensation systems in high-need schools. Performance-based compensation systems must consider gains in student academic achievement as well as classroom evaluations conducted multiple times during each school year among other factors and provide educators with incentives to take on additional responsibilities and leadership roles.

State Initiatives

Florida – In 2017, [FL SB 14](#), which failed in the Florida General Assembly, would have created a performance-based scholarship award program, to be administered by the Department of Education. The performance-based award would have provided categorical funding for scholarships to be awarded to full-time classroom teachers.

Illinois – Another piece of recent legislation, [IL HB 4069](#), known as the Evidence-Based Funding for Student Success Act, provides for an evidence-based funding formula beginning with the 2017-2018 school year. Requirements of this bill, which is currently in committee, include creating an adequacy target calculation, a local capacity calculation, a base funding minimum calculation, a percent of adequacy and final resources calculation, and an evidence-based funding formula distribution system, among others.

Local Initiatives

Chicago – [The Chicago Teacher Advancement Program](#) (TAP) is funded through a combination of private funds and federal funding from the federal TIF program. The Chicago school district adopted the TAP system in ten schools starting in the 2007-08 school year and with the goal of expanding out to an additional ten schools each year. The goal of TAP is to “implement a comprehensive and aligned system which includes performance-based compensation, classroom observations, job-embedded professional development, and school-based career opportunities for teachers and principals.”

Denver – [Professional Compensation for Teachers](#) (ProComp) is a district-wide compensation program designed through a partnership of the teacher’s union and the school district. If a teacher in the Denver school district opts to participate in the ProComp system, he/she could receive increased pay for an array of activities or achievements, including: obtaining advanced degrees or certifications, completing professional development, demonstrating proficiency on an evaluation system, working in a high-need school or position, meeting learning objectives, exceeding student achievement expectations and/or by working in a school with low student achievement and attendance.