

## Comparing Teachers Across Content Areas:

- One of the largest problems with current merit pay systems is finding a way to accurately compare teachers while encouraging collaboration while rewarding teachers monetarily for better performance
- Systems that have been used effectively in countries such as the U.K. and Israel compare teachers on a more “value added” basis:
- Test scores, End of year student evaluations, Peer, Parent, and Student Evaluations
- This type of evaluation has led to higher tests scores, higher teacher retention, and more teacher cooperation.

Two factors that can affect teacher performance and student achievement are merit pay programs and teachers’ representation by labor unions. The goal of this EDT 110H poster is to investigate the intersection of teachers’ unions, merit pay, and student academic achievement.

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## Effects of Professional Teacher Associations on Student Achievement:

- There have been many studies attempting to prove that professional teachers associations (like the National Education Association and American Federation of Teachers) have a positive or negative effect on the academic achievement of students within the schools whose teachers they represent.
- Unfortunately, this data is often contradictory and incomplete. Some studies claim a positive relationship, but only for students in the center of the achievement curve, while other studies find the exact opposite: not only do standardized test scores go down, but so do science and math grades.
- Until more research is done, it appears that professional associations have a very limited effect on academic achievement.