SOUTH CAROLINA
DEPARTMENT OF EDUCATION

SC Strategic Compensation Pilot FAQs

Q: *What is the purpose of the Strategic Compensation Pilot Program?*
A: The purpose of the pilot is to **support innovative strategic educator compensation initiatives** in public school districts and charter schools.

Q: *How were schools selected for the pilot?*
A: Districts and charter schools applied to be included in the pilot. Districts and charter schools were asked to focus on schools and grade levels with the highest demonstrated need, including the percentage of pupils in poverty, the percentage of students testing behind grade level, and the percentage of teachers retained over three years.

Q: *Which compensation models are included in the pilot?*
A: Districts and charter schools applied to participate under one of the following models:

1. SC Ready model (grades 4-8 eligible);
2. End of Course Approach (based on eligible EOC assessments for high schools—currently, Algebra 1 and English 2);
3. Excellence in Teaching (EIT) Approach (based on fall-spring iReady or MAP results for grades K-8);
4. A blended model option of two of the prior models; or
5. A school-designed model with primary emphasis on student academic outcomes in ELA and math.

Q: *Which teachers are eligible?*
A: Eligibility for this pilot depends on each school's specific model. **Primarily, eligible educators are lead classroom teachers who teach math or reading**. The specific grade levels and subject areas depend on the assessment used for the compensation model (typically, 4-8th grades for schools using an SC-Ready based model, K-8th grades for the Excellence in Teaching models, and other options for schools operating a different compensation approach).

Q: *Why are only math and reading teachers eligible?*
A: This year's pilot reflects the state's focus on **recognizing and rewarding great teaching based on measurable student growth in math and reading**. Individual schools and districts may optionally elect to include teachers in support roles, other content areas, and/or grade levels using alternate funding sources.

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Q: *What is the timeline for this year's pilot?*
A: Each district/school will submit rosters and assessment results during the spring to the SC Department of Education. Over the summer, the SCDE and partners will run compensation data models to determine each teacher's award amount. **Once the data modeling is complete in the fall, the district/school will distribute awards to individual educators.**

Q: *How much of an award can I expect?*
A: Each teacher's potential award will depend on a few factors, including magnitude of growth demonstrated across a teacher's full roster and the total number of students on the teacher's roster. **Teachers who earn awards have growth values that meet or exceed the state growth value average of all teachers statewide**.

Q: *Who should I contact with questions?*
A: Torian Nunn, Office of Leadership Effectiveness, tmnunn@ed.sc.gov.