
HOUSE CONCURRENT RESOLUTION 4407

State of Washington 52nd Legislature 1991 Regular Session

By Representatives Vance, Brough, Brumsickle, Holland, Betrozoff, Silver, Wynne, Forner, Moyer, Paris and May.

Read first time January 31, 1991. Referred to Committee on Education\ Appropriations.

1 WHEREAS, The legislature recognizes the need to keep and attract
2 quality teachers in our public schools and to encourage and recognize
3 excellent performance by teachers; and

4 WHEREAS, The legislature has determined that in order to enhance
5 the attractiveness of teaching and to encourage and recognize excellent
6 teacher performance, it is necessary to adopt a teacher performance-
7 based compensation plan or plans; and

8 WHEREAS, In order to determine which teacher performance-based
9 compensation plans would be most effective, it is necessary to study
10 and evaluate the various teacher performance-based plans;

11 NOW, THEREFORE, BE IT RESOLVED, By the House of Representatives of
12 the State of Washington, the Senate concurring, That there is hereby
13 created a joint select committee on teacher performance-based
14 compensation plans which shall study ways to provide monetary
15 incentives to teachers for improved performance; and

16 BE IT FURTHER RESOLVED, That the joint select committee shall
17 consist of eight voting members composed of the following: Two members

1 from the House of Representatives education committee; two members from
2 the Senate education committee; two members from the House of
3 Representatives appropriations committee; and two members from the
4 Senate ways and means committee; and

5 BE IT FURTHER RESOLVED, That the chairs of the House of
6 Representatives education committee and the Senate education committee
7 shall appoint an advisory group with which the joint select committee
8 will work closely in the development of its findings and conclusions;
9 and

10 BE IT FURTHER RESOLVED, That the advisory group shall be composed
11 of representatives of the superintendent of public instruction, state
12 board of education, school administration, teachers, school board
13 members, and any other representatives selected by the joint select
14 committee; and

15 BE IT FURTHER RESOLVED, That the joint select committee and the
16 advisory group shall study all issues relating to teacher performance-
17 based compensation plans, including but not limited to the following
18 issues:

19 (1) The experiences of other states that have adopted monetary
20 incentives for teachers, including information on the successful
21 aspects, problems, costs of development and implementation, impact on
22 staff morale, and the recommendations of these states on the
23 effectiveness of their programs;

24 (2) All current proposals, including the governor's recent
25 building-based proposal, other building-based plans, and individual-
26 based plans, including but not limited to career ladder plans; and

27 (3) New performance-based compensation plans for teachers; and

28 BE IT FURTHER RESOLVED, That the joint select committee shall
29 recommend one or more teacher performance-based compensation plans for
30 use in the state of Washington and shall make a report of its findings

1 and conclusions to the education and appropriations committees of the
2 House of Representatives and the education and ways and means
3 committees of the Senate no later than December 1, 1991; and

4 BE IT FURTHER RESOLVED, That the joint select committee shall cease
5 to exist December 1, 1991.