Introducing Performance Based Pay
Yongsan International School of Seoul
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<td>Christian educators are the key to accomplishing the mission of YISS. In an attempt to align compensation with excellence YISS has developed a performance pay system with broad community input and support. This initiative is also closely linked to the development of a new evaluation system and an expanded professional development program for the faculty. YISS is a K-12 school of 850 students from 51 countries. The school is jointly accredited by WASC and ACSI. YISS is housed in a world-class facility in the geographic center of Seoul, Korea, a city with a population of 12,000,000.</td>
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| • Salary, evaluation and professional development are now one showing the dependence of each on the other.  
• A modified performance pay system was created which has sizable salary increases for each level.  
• The faculty evaluation program was modified to support the new program.  
• Professional development now has certain prescribed elements for every faculty member; for proven faculty it has many more options.  
• Professional Improvement Plans have been standardized and integrated into the new system.  
• A flow chart illustrating the plan has been developed.  
• All new faculty enter on probationary status; but highly experienced teachers who perform well receive a year-end bonus equal to their salary increase for the following year. |
| • Performance pay can be implemented and supported by the faculty and the greater school community.  
• Communication and trust are vital for implementation.  
• Merging the three components (salary, evaluation, and professional development) into one as the YISS Professional Growth Plan eased many concerns.  
• Good teachers are good learners. The school’s emphasis on helping them grow as professionals is deeply meaningful to them. |