

Introducing Performance Based Pay

Yongsan International School of Seoul

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Project Summary

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.



Project Results

- 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.

What We Have Learned

- 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.

