

Home > Publications and Reviews > WWC Quick Review



## **WWC** **QUICK** Review

### “Incentives, Selection, and Teacher Performance: Evidence from IMPACT”

#### What is this study about?

This study examined the effect of IMPACT on teacher retention and performance. IMPACT is a high-stakes teacher evaluation system used in the District of Columbia public schools that gives teachers scores reflecting their performance in the classroom and the achievement of their students. Based on these scores, teachers were assigned to one of four groups: Highly Effective, Effective, Minimally Effective, and Ineffective. Highly Effective teachers received sizeable increases in compensation, Ineffective teachers were immediately dismissed, and Minimally Effective teachers were scheduled for dismissal if improvement did not occur in one year. The study used a regression discontinuity design to examine the effects of receiving a rating of Minimally Effective or Highly Effective (instead of Effective) on teacher retention and performance.

#### What did the study report?

The study reported that teachers who received a rating of Minimally Effective were more likely to leave voluntarily, compared with teachers who received a rating of Effective. In addition, the performance of Minimally Effective teachers who did not leave improved. The study also reported that the increased compensation awarded to Highly Effective teachers did not affect the retention of those teachers, compared with Effective teachers. However, for those Highly Effective teachers who did not leave, the increased compensation improved their performance.

#### Subscribe

To receive quick reviews by email:

- Go to IES Newsflash
- Select “What Works Clearinghouse”
- Provide your email address

#### Handy Definitions

- ▼ *quick review*
- ▼ *study rating*
- ▼ *meets WWC evidence standards without reservations*
- ▼ *meets WWC evidence standards with reservations*
- ▼ *does not meet WWC evidence standards*

See the *full glossary* ►

## How does the WWC rate this study?

Additional information related to sample attrition is needed from the authors to determine whether this study can *meet WWC standards without reservations*. A more thorough review (forthcoming) will determine the WWC study rating and will provide additional details about the study findings.

## Citation

Dee, T., & Wyckoff, J. (2013). *Incentives, selection, and teacher performance: Evidence from IMPACT* (NBER Working Paper 19529). Cambridge, MA: National Bureau of Economic Research. Retrieved from <http://www.nber.org>

*Posted: December 2013*

This quick review was prepared for the WWC by Mathematica Policy Research under contract ED-IES-13-C-0010.