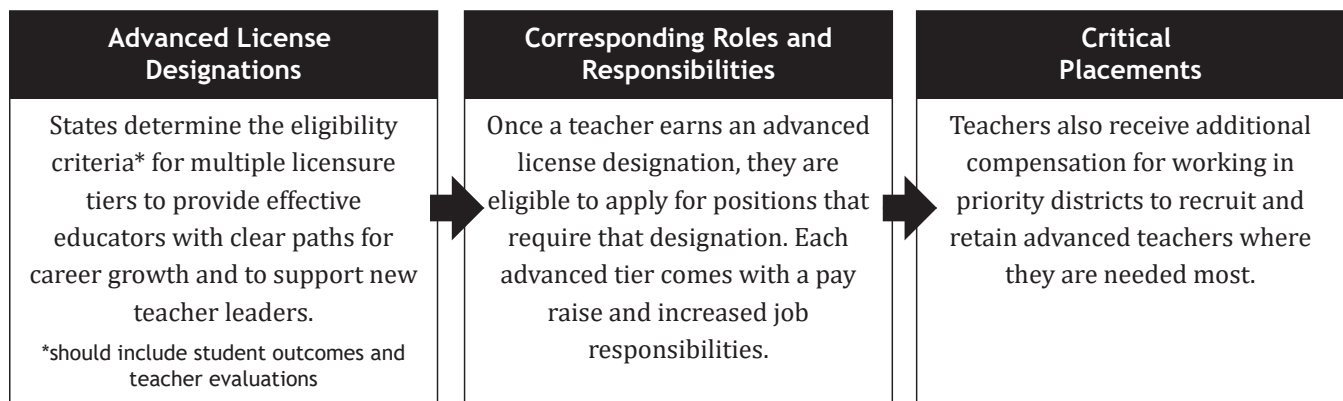


The Advanced Teaching Incentive Program

What is the Advanced Teaching Incentive (ATI)?

ExcelinEd's [Advanced Teaching Incentive Program \(ATI\)](#) model policy establishes a system of tiered licensure designations that incentivizes effective teachers to stay in the classroom while assuming leadership roles, working in priority districts and advancing their salaries. This provides emerging teachers with more mentorship and exposes more students to highly effective educators.

Three components of ATI that support improved outcomes



Why Should States Implement ATI? Five Benefits to Students and Teachers

1. Improves student outcomes

ATI teachers improve student outcomes. Over the first five years of implementation, [Advanced Teaching Roles \(ATR\)](#) schools in North Carolina improved student performance more than non-ATR schools with similar characteristics, especially in math. Similarly, [studies of a pay reform](#) in Dallas, Texas, from 2015-2019 showed that tying compensation to teaching effectiveness and rewarding teachers for working in hard-to-staff schools had positive and significant impacts on student achievement both in math and reading compared to other urban districts in the state. These outcomes demonstrate the promise of Advanced Teaching Incentives for schools, teachers and their students.

2. Retains teachers by giving them the job growth they seek

According to a [2024 survey](#), only 26% of teacher respondents said the teaching profession offers role flexibility with opportunities for growth and leadership. ATI offers a leadership track that recognizes expertise and enables the most effective teachers to earn more money and remain in the classroom.

3. Leverages experienced teachers to improve the performance of newer teachers

ATI teachers can increase their earning potential by becoming mentors or coaches to novice teachers. [High-quality mentoring](#), when embedded in the regular school day and located in the same school, leads to better teacher outcomes. It also fosters trust, creates respect among colleagues and enhances school culture, all of which contribute to improved teacher retention. Similarly, quality coaching can significantly boost teacher effectiveness. [Research](#) indicates that with the right support, some novice educators can perform on par with their peers who have five years of classroom experience.

4. Redesigns professional development to be meaningful and impactful

Professional development (PD) is often treated as a box-checking exercise to maintain licensure rather than a genuine opportunity for growth. Many [teachers report](#) that traditional PD lacks access to subject matter expertise and relevant content. ATI transforms this experience by replacing infrequent, generic sessions with real-time support from subject and grade-level experts. [Research](#) shows that effective PD includes coaching, collaboration and active learning, all core components of the ATI model. By emphasizing one-on-one coaching, team collaboration and regular feedback, ATI makes PD more impactful and also boosts teachers' intrinsic motivation to engage in it as a pathway for career advancement.

5. Incentivizes teachers to work where they are needed most

Studies show that offering additional pay for hard-to-staff schools and positions draws teachers to those roles. For example, [Tennessee's](#) Priority Schools Retention Bonus program provided \$5,000 bonuses to highly effective teachers in hard-to-staff schools, resulting in a 20% increase in retention for teachers in tested subjects. Similar findings from [Hawai'i](#) and [Arkansas](#) show that financial incentives motivate teachers to work in high-need subjects and schools. Building on this evidence, ATI provides additional compensation to teachers working in priority districts to help recruit and retain advanced teachers in these critical positions.

Learn More

See ExcelinEd's [ATI model policy](#) and [FAQ](#) to learn more about the program.

