



RT3 One-Time Merit Pay for Teachers and School Administrators Payable on, or before August 15, 2015

To: APS Teachers and School Administrators
From: Pamela Hall
Date: March 11, 2015
Re: Race to the Top (RT3) One-time Merit Payment for Teachers and School Administrators

This memo is a follow up to the communication you received in August 2014, regarding the Race to the Top (RT3) One-time Merit Payment. As an RT3 district, Atlanta Public Schools aligned to the Georgia Department of Education's (GADOE) RT3 scope of work and set aside \$1,565,000 to pay teachers and school administrators, based on their effectiveness as well as student growth this one-time merit payment.

Updates

- **Georgia's Race to the Top (RT3) Merit Pay Updated Guidance - Disbursement/Award Methodology**

Recently, districts were asked to choose from two (2) "tie breaking" methodologies/scenarios, by which the districts will award RT3 One-time Merit Payments to their top 10% of teachers and school administrators.

- **Teachers:** The Governor's Office of Student Achievement (GOSA), in collaboration with the Georgia Department of Education (GADOE), has developed "Scenario 6" and "Scenario 7" tie breaking methodologies. In Scenario 6 all growth measures are treated/weighted the same, i.e., neither student growth percentiles growth measures nor student learning objectives growth measures are weighted heavier than the other. In Scenario 7, there is an attempt to create equal proportionality between student growth percentile growth measure and student learning objective growth measures, based upon the number of total growth measures for the district. Atlanta Public Schools selected **Scenario 6**, as it closely aligns to the current teacher distribution, and no preference is given to teachers teaching tested subjects, student learning objectives or the combination of the two. Tiers I and Tiers III will utilize the "Scenario 6" tie breaking methodology.
- **School Administrators:** Districts had to decide if they would provide RT3 One-time Merit Payments to the leaders with Leader Effectiveness Measures (LEM) in the Top 10% of the district's LEM scores if the leaders received a Level I or Level II in any category used to calculate the (LEM). Atlanta Public Schools decided not to make RT3 One-time Merit Payments to the leaders with Leader Effectiveness Measures (LEM) in the Top 10% of the district's LEM scores if the leaders received a Level I or Level II in any category used to calculate the (LEM).

- **Updated RT3 Merit Pay Plan**

Atlanta Public Schools' RT3 Merit Pay Plan was updated slightly, based upon updated information received from the GADOE. Please [click here](#) to review APS' updated RT3 One-time Merit Payment Plan.

If you have any questions, please email us at: rt3meritpay@atlanta.k12.ga.us.

CC: Associate Superintendents