



Race-To-The-Top One-Time Merit Pay Presentation

Race-To-The-Top (RT3)

One-Time Merit Pay

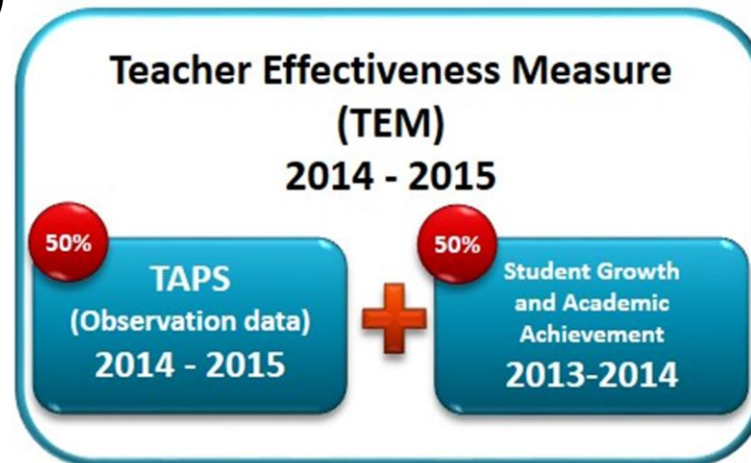
- Mandated by the Georgia RT3 scope of work
 - As an RT3 district, APS is required to provided a **ONE-TIME PAYMENT** to teachers and school administrators based on performance and tied to student achievement
- Eligibility
 - Teachers evaluated using the Teacher Keys Effectiveness System (TKES)
 - School Administrators evaluated using the Leader Keys Effectiveness System (LKES)

Race-To-The-Top (RT3) One-Time Merit Pay

- Three Tiers of allocation
 - Tier I – Top 10% of teachers and top 10% of school administrators in the district based on their Teacher Effectiveness Measure (TEM)/Leader Effectiveness Measure (LEM)
 - Tier II – Based on TAPS Summative Rating of the TKES process (if funds remain after Tier I allocation)
 - Tier III – Based on TEM but not a recipient of Tier I (if funds remain after Tier I and Tier II allocations)
- All recipients will be notified by mail and email of the one-time merit pay no later than July 2015

Tier I - Teachers

- Top 10% of teachers in the district based on their TEM score
 - 50% TAPS Summative Rating from the current school year (2014-2015)
 - 50% Student Growth and Academic Achievement from the previous school year (2013-2014)



- The Georgia Department of Education will provide the TEM rankings from the highest to the lowest to the Superintendent

Tier I - Teachers

- Evaluated using TKES process for the 2013-2014 and 2014-2015 school year
- All teachers who have provided instruction for at least 65% of a course for both tested and non-tested subjects, and have results for at least 15 students' measures will receive a Student Growth score.
- One-time payment of \$2500 on or before August 15, 2015

Tier I – School Administrators

- Top 10% of school administrators in the district based on LEM score
 - 30% LAPS Summative Rating from the current school year (2014-2015)
 - 70% Student Growth, Academic Achievement, and Achievement Gap Reduction from the previous school year (2013-2014)



- The Georgia Department of Education will provide the LEM rankings from the highest to the lowest to the Superintendent

Tier I – School Administrators

- Evaluated using the LKES process for the 2013-2014 and 2014-2015 school year
- All leaders who have provided leadership for at least 65% of the school year and have results for at least 15 student growth measures will receive a Student Growth score.
- One-time payment of \$2300 on or before August 15, 2015

Tier II - Teachers

- Evaluated using the TKES process during the current school year (2014-2015)
AND do not have a TEM
- Examples** {
- Teachers who do not have the adequate number of student measures to receive a TEM (ex: low-incidence special education)
 - Teachers who do not have 2013-2014 TKES Student Growth data
- Completed both Formative Assessment phases for the current school year (2014-2015)
 - 4 Walkthroughs and 2 Formative Assessments
 - Receive an Exemplary (Level IV) on TAPS Summative rating for the current school year (2014-2015)
 - Do not have **ANY** Level I and/or Level II ratings on the TKES Summative Assessment standards
 - One-time payment of \$2500 on or before August 15, 2015 if funds remain after the Tier I allocation
 - School Administrators are not eligible for Tier II

Tier III - Teachers

- Evaluated using the TKES process for the 2013-2014 and 2014-2015 school year
- Receive a 2014-2015 TEM
 - TAPS Summative rating of at least “Level III”
 - Student Growth rating of at least “Level III”
- Not a recipient of Tier I or Tier II allocation
- One-time payment in an amount less than \$2500 but not less than \$1000 on or before August 15, 2015, if funds remain after Tier I and Tier II allocations
- School Administrators are not eligible for Tier III

TEM/LEM Measures Disbursement Plan

- Superintendent will receive measures in June 2015
- Data will be disaggregated by school at the district office
- Provide each teacher/leader with their TEM/LEM measure securely via Outlook by August 15, 2015
- Data will include TEM/LEM measure ranking within the school and within the district

Additional Information

- APS RT3 One-Time Merit Pay Website:
<http://www.atlanta.k12.ga.us/Page/42037>
- What is Growth and SGP website:
www.whatisSGP.com
- RT3 Merit Pay email address:
RT3meritpay@atlanta.k12.ga.us