

RT3 Merit Pay for Teachers and School Administrators

Payable on, or before August 15, 2015

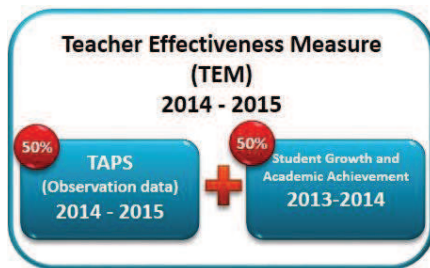
To: Clara Keith – Associate Superintendent RT3
 CC: Jadun McCarthy, Pamela Hall
 From: Andrea Fairries-Moore, Executive Director of Federal and State Programs – Atlanta Public Schools
 Date: January 15, 2015
 Re: RT3 Merit Pay for Teachers and School Administrators

As mandated by Georgia’s Race to the Top (RT3) Scope of Work, participating school districts are required to provide one-time payments to teachers and administrators, based on performance and tied to student achievement. As a result, Atlanta Public Schools has set aside \$1,565,000 of RT3 funds for merit pay, to disperse to qualifying teachers and administrators.

To be eligible for merit pay, teachers and administrators must have been evaluated in the Atlanta Public School System under the Teacher Keys Effectiveness System (TKES) or the Leader Keys Effectiveness System (LKES). Tier I and Tier III recipients must receive a Teacher Effectiveness Measure (TEM) or Leader Effectiveness Measure (LEM) in order to be eligible. Tier II recipients will be identified based on their summative assessment levels from their Teacher Assessment on Performance Standards (TAPS). Please reference the chart for the TEM and LEM calculations methodology.

The TEM and the LEM

The Teacher Effectiveness Measure (TEM) is comprised of the current year’s Teacher Assessment on Performance Standard (TAPS) data and the immediate-previous school-year’s Student Growth data.



The Leader Effectiveness Measure (LEM) is comprised of the current year’s Leader Assessment on Performance Standard (LAPS), the immediate-previous school-year’s Student Growth data and the Achievement Gap Reduction data.



Payment

Merit payments will be in the form of one-time payments, **payable on, or before August 15th, 2015.**

Merit Pay will be expended in three disbursements, Tier 1, Tier 2, and Tier 3.

Tier I Disbursement:

- Teachers, whose 2014-2015 TEMs rank in the highest 10% of teachers’ TEMs in the district, will receive a \$2,500, one-time payment.
- School administrators, whose 2014-2015 LEMs rank in the highest 10% of school administrators’ LEMs in the district, will receive a \$2,300, one-time payment.

Tier II Disbursement:

As some of our teachers that are evaluated using TKES will not have a TEM (examples include: certain special education classes – MOID, SID, PID, Autism, Resource; Highly Transient Classrooms; etc.), a \$2,500, one-time payment will be made to those teachers receiving a “Level IV” rating on their Teacher Assessment on Performance Standards (TAPS) summative assessment for the 2014-2015 school year.

Tier III Disbursement:

Teachers receiving a 2014-2015 TEM, with both a TAPS summative assessment of at least “Level III” and a Student Growth rating of at least “Level III,” who are not eligible for a Tier I or Tier II disbursement will receive a Tier III disbursement. The amount of the Tier III will be calculated by determining the amount of funds remaining after all Tier I and II disbursements and dividing that amount, equitably amongst the total number of eligible Tier III recipients. The Tier III amount will be less than Tiers I and II but not less than \$1,000.