Phase 2: Performance-Based Teacher Compensation System

February 2018
Gwinnett’s road to a new compensation system for teachers

- Began investigating in 2007
- Efforts were suspended when Georgia won a Race to the Top grant in 2010
- Activity was reignited with Governor Deal’s Education Reform Commission in December 2015
  
  • “...the commission recommends that the State Board of Education provide guidance to districts to support the development of district teacher compensation models.”
Factors guiding Gwinnett’s work to develop a compensation system for teachers

- **Advance the district’s work toward a teacher effectiveness system based on performance**
  - Support the Strategic Initiative that focuses on implementing revised evaluation and compensation systems
  - Serve as a means to clearly communicate compensation information to teachers
  - Maintain a salary index schedule for GCPS
  - Use fair metrics to reward performance
Factors guiding Gwinnett’s work to develop a compensation system for teachers

- Increase the district’s capacity to recruit and retain effective teachers
  - Encourage the best teachers to stay in Gwinnett; provide greater opportunities for new teachers
  - Establish performance, not experience credit, as the criteria for movement to the next step on the salary schedule
  - Reward highly effective teachers with a performance pay award
Factors guiding Gwinnett’s work to develop a compensation system for teachers

- **Build the capacity of teachers**
  - Emphasize the importance of professional development and preparation
  - Focus staff development on an educator’s teaching responsibilities and strengthening the teaching and learning process
Phased-in approach

Phase 1:
Performance-Based Salary Schedule
August 2017

Phase 2:
Performance-Based Awards 2018-19
Phase 1: Performance-Based Salary Schedule

• The “Performance-Based Salary Schedule” went into effect beginning with the August 2017 paycheck.

• Now, annual performance, not time on the job, determines movement to the next “performance step.”

• A teacher advances one “performance step” for the next contract year upon receiving a rating of “Proficient” or higher on the annual Teacher Assessment on Performance Standards (TAPS) or equivalent evaluation tool.
Phased-in approach

Phase 1: Performance-Based Salary Schedule
August 2017

Phase 2: Performance-Based Awards
2018-19
Performance-Based Awards – Key messages

- We believe that:
  - There are great teachers in every school in the district.
  - Schools have different characteristics and clientele that make them unique.
  - Recognizing the top-performing teachers at every school acknowledges that, despite their differences, all schools have teachers who deserve to be celebrated.
  - Rewarding outstanding teachers will help us with teacher recruitment, retention, and morale, all of which impact student achievement.
  - Incentivizing top performance in every school will go a long way in helping us improve the education we provide across the district.
Phase 2: Performance-Based Awards

- The “Performance-Based Awards” will go into effect in SY2018-2019.
- Data from 2018-19 will be used for the metrics and the awards will be distributed in the fall of 2019.
- Eligible teachers are classroom teachers who provide direct instruction to students, for whom scores are available on the performance metrics, and who were employed for at least 120 days during the school year.
- Weighted scores of metrics will be combined each year to determine a total score for each eligible teacher.
  - Professional Growth
  - TAPS Evaluation
  - Student Growth
  - Weighted School Assessment
Changes to the framework

Gwinnett County Public Schools

Performance-Based Teacher Compensation System

February 15, 2018

**Phase 1: SY2017-2018**

Performance-Based Teacher Salary Schedule

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Performance Steps</th>
<th>Degree Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary schedule that reflects base salary and step and level increases is based on Teacher Assessment on Performance Standards (TAPS) evaluation rating of Proficient or higher.</td>
<td>Level 1: Bachelor’s, Level 2: Master’s, Level 3: Specialist’s, Level 4: Doctorate. Note: All levels require specific Georgia Professional Standards Commission certification.</td>
<td></td>
</tr>
</tbody>
</table>

**Phase 2: SY2018-2019**

Performance-Based Awards: Metrics, Scores, and Weights

Weighted scores of the four metrics or three metrics, as appropriate, will be combined each year to determine a total score for each eligible teacher.

<table>
<thead>
<tr>
<th>Metric</th>
<th>Raw Score</th>
<th>Scale Score</th>
<th>Weight — Four Metrics</th>
<th>Weight — Three Metrics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Growth</td>
<td>0 - 100</td>
<td>0 - 100</td>
<td>35%</td>
<td>35%</td>
</tr>
<tr>
<td>TAPS Evaluation</td>
<td>0 - 30</td>
<td>0 - 100</td>
<td>40%</td>
<td>62%</td>
</tr>
<tr>
<td>Student Growth</td>
<td>0 - 100</td>
<td>0 - 100</td>
<td>35%</td>
<td>62%</td>
</tr>
<tr>
<td>Weighted School Assessment</td>
<td>0 - 100</td>
<td>0 - 100</td>
<td>10%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Performance-Based Awards: Categories and Compensation (Based on Total Weighted Score)

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Award Ranges — Four-Metric Path</th>
<th>Award Ranges — Three-Metric Path</th>
<th>Compensation Award</th>
<th>Payment Method</th>
</tr>
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<tbody>
<tr>
<td>Category 1</td>
<td>Highest 10% of scores for eligible teachers by ES/MS/HS level</td>
<td>Highest 10% of scores for eligible teachers by ES/MS/HS level</td>
<td>10% of average GCPS Teacher salary (FY18 - $66,716)</td>
<td>Lump sum payment based on prior school year’s performance.</td>
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<td>Category 2</td>
<td>Highest 10% of scores for eligible teachers at EACH SCHOOL</td>
<td>Second Highest 10% of scores for eligible teachers by ES/MS/HS level</td>
<td>6% of average GCPS Teacher salary</td>
<td>Lump sum payment based on prior school year’s performance.</td>
</tr>
<tr>
<td>Category 3</td>
<td>Second highest 10% of scores for eligible teachers at EACH SCHOOL</td>
<td>Third Highest 10% of scores for eligible teachers by ES/MS/HS level</td>
<td>3% of average GCPS Teacher salary</td>
<td>Lump sum payment based on prior school year’s performance.</td>
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Eligible teachers are classroom teachers who provide direct instruction to students and who were employed full-time for at least 120 days during the school year. Teachers are awarded in either the four-metric path or the three-metric path, as follows:

**Four-Metric Path** — Eligible teachers have scores on all four performance metrics.

**Three-Metric Path** — Eligible teachers have scores on all performance metrics except Student Growth, for which a score cannot be calculated because no District Assessment or Student Performance Goal assessment is available for courses taught by the teacher or those that 15 eligible student pre- and post-test scores* are available for the teacher.

* Eligible student pre- and post-test scores are those to which the growth calculation method can be applied.

Teachers may receive only one Performance-Based Award annually.
A change in the raw score for Student Growth

February 2017 Framework:

February 2018 Framework:
One system... Two paths

- Critical to the success of the awards program is to ensure the system is fair and inclusive of as many teachers as possible.
- Two paths... a Four-Metric Path and a Three-Metric Path

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Four-Metric Path

- Metrics
  - Professional Growth (15%)
  - TAPS Evaluation (40%)
  - Student Growth (35%)
  - Weighted School Assessment (10%)
Three-Metric Path

• Eligibility for the Three-Metric Path...
  • Teachers have scores on three metrics but not a Student Growth metric score
    • District Assessments or SPGs are not available for courses taught, or
    • Fewer than 15 eligible student pre- and post-test scores are available

• Examples of teachers on the Three-Metric Path may include: Pre-school, Kindergarten, and special education teachers whose students complete only the Georgia Alternate Assessment.

• Metrics
  • Professional Growth (23%)
  • TAPS Evaluation (62%)
  • Weighted School Assessment (15%)
Phase 2: Performance-Based Awards

• Three performance categories (1, 2, and 3):
  • Awards in the Four-Metric Path will be distributed by school level (ES, MS, HS) and at each school
  • Awards in the Three-Metric Path are distributed by school level
• Teachers may receive only one Performance-Based Award annually
# Phase 2: Performance-Based Awards

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Effective communication will be ongoing...

- **February**– Focus on Framework Revisions: One System... Two Paths
  - Principal’s Toolkit
  - Updates on district communication vehicles (publications, web, etc.)

- **March**– Focus on the Metrics
  (Emphasis on Student Growth Measure)
  - Principal’s Toolkit
  - Updates on district communication vehicles (publications, web, etc.)
  - Virtual Information Sessions
Phase 2: Performance-Based Teacher Compensation System

February 2018