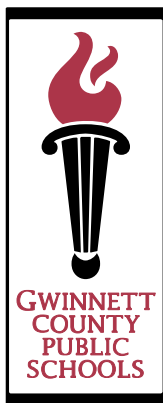


NEWS RELEASE

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Gwinnett County Public Schools prepares for distribution of inaugural Performance-Based Awards to teachers

This month, Gwinnett County Public Schools (GCPS) will take an historic and long-overdue step in compensating high-performing teachers as it distributes its first Performance-Based Awards, part of GCPS' Performance-Based Teacher Compensation System. The district has phased this system in thoughtfully over the past two years. In August of 2017, GCPS implemented Phase 1, transitioning to a Performance-Based Salary Schedule for Teachers. Under this improved salary schedule, a teacher advances a step each year, based on performance on the state's annual Teacher Assessment on Performance Standards or TAPS. The Performance-Based Awards comprise Phase 2 of the district's teacher compensation system. The awards give top-performing classroom teachers the opportunity to be awarded additional money, above and beyond what they earn on the teacher salary schedule.

CEO/Superintendent J. Alvin Wilbanks says the reasoning behind providing Performance-Based Awards for teachers is easy to understand. He says, "The simple answer is that our teachers deserve it! We employ some of the best teachers in the profession, but historically the highest-performing teachers have not been recognized and rewarded financially for the truly outstanding work they do."

He says the district worked hard to develop a fair system that rewards the efforts of as many teachers as possible, noting that the awards will be distributed to teachers at the district level and at every single school. "We know that schools have different characteristics that make them unique and recognizing the top-performing teachers at every school acknowledges that, despite their differences, all schools have teachers who deserve to be celebrated," says Mr. Wilbanks.

This first round of awards, based on performance in 2018-19, will be distributed on December 18 in a one-time payment. In all, 3,144 Gwinnett teachers, representing 138 GCPS schools, will receive an award.

Performance Category	Number of Teachers Honored	Compensation Award
Category 1	1,033	\$6,208.80
Category 2	1,091	\$3,725.28
Category 3	1,020	\$1,862.64

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(McClure Health Science HS, which opened this school year, and the district's two charter schools— New Life Academy of Excellence and North Metro Academy of Performing Arts— were not a part of the awards program this year.)

Teachers eligible for the awards are classroom teachers who provided direct instruction to students for at least 50% of the school day, who were employed full-time for at least 120 days last school year, and for whom scores are available on the performance metrics used to determine the awards. Those performance metrics are:

- **Professional Growth**— Indicates whether or not the teacher met the district's requirement of 20 hours of professional development.
- **TAPS Evaluation**— Uses the Teacher Assessment on Performance Standards (the state teacher evaluation system that evaluates teachers on 10 standards) to produce a Summative Performance Score.
- **Student Growth**— Uses local assessments (Student Performance Goals, referred to as SPGs, and District Assessments) to measure student growth for a teacher, comparing their students' growth to the growth of similar students taking the same course and assessment.
- **Weighted School Assessment (WSA)**— Provides a snapshot of how well a school is doing, looking at student academic outcomes, those outcomes compared to similar peers, plans for improvement, stakeholder perceptions, and the overall management of the school.

In order to make the compensation system as fair and inclusive of as many teachers as possible, two paths to the awards were established. The Four-Metric Path includes all four of the metrics noted above. A Three-Metric Path is available for teachers who do not have a Student Growth measure. While the vast majority of teachers at each school are on the Four-Metric Path, having two paths ensures that as many teachers as possible are eligible for the performance awards.

Each path has three categories of awards—Category 1, Category 2, and Category 3. However, their methods of distribution differ. Category 1 Awards for both the Four-Metric Path and Three-Metric Path will be distributed to the top 10 percent of eligible teachers across the district by school level— elementary, middle, and high— not by individual school. Category 2 and 3 awards for the Four-Metric Path will be distributed to the top 20 percent of eligible teachers at each school. Category 2 and 3 awards for the Three-Metric Path will be distributed districtwide by school level— elementary, middle, and high. Teachers may qualify and win an award in just one category.

For this first distribution of the Performance-Based Awards, Category 1 Award recipients will receive \$6,208.80, which equates to 10% of the average teacher salary last school year. Category 2 Award recipients will receive \$3,725.28 (6% of the average teacher salary last year) and Category 3 Award recipients will receive \$1,862.64 (3% of the average teacher salary last year).

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Current GCPS teachers will receive notification of whether they received an award on Thursday, December 12, after 5 p.m., when individual Teacher Statements become available in the Employee Portal. The Performance-Based Awards will be distributed on December 18 in a one-time payment, using the same method as the teacher's regular monthly pay, either direct deposit or check. If a teacher who earned an award is no longer with the district, he or she will receive a letter about the Performance-Based Awards via the U.S. Postal Service. That letter and a check for the amount of the award earned by the teacher will be mailed on December 17.

The school district has spent the past two years developing its Performance-Based Awards using a deliberate, teacher-focused methodology that has been validated by both internal and external parties to ensure it is sound and fair. Mr. Wilbanks says, "As a result, we have a high level of confidence in the Performance-Based Awards system... its integrity and its accuracy."

Mr. Wilbanks, the Gwinnett County Board of Education, and school district leaders are proud of the new Performance-Based Awards system and are committed to making it a success for Gwinnett teachers. He shares, "We sought to develop a system that benefits teachers and increases the district's ability to hire the best and brightest for our schools, while also encouraging the very best teachers to stay in Gwinnett. We believe our compensation system, and specifically the Performance-Based Awards will provide greater opportunities for both existing and new teachers. We feel we have made an excellent start on a teacher-reward system that states loudly and clearly that we appreciate our teachers and their work. That said, we know that in this first administration of the awards we may identify ways to further improve the system. We hope, ultimately, to expand the percentage of teachers to be rewarded and, as the budget allows, increase the amount of the awards."

Performance-Based Awards Distribution by High School

School Name	Total Category 1 Awards	Total Category 2 Awards	Total Category 3 Awards	Total Awards
Archer High School	2	12	12	26
Berkmar High School	4	16	18	38
Brookwood High School	53	20	18	91
Buice Center	0	1	1	2
Central Gwinnett High School	6	11	12	29
Collins Hill High School	26	16	14	56
Dacula High School	7	13	10	30
Discovery High School	3	14	15	32
Duluth High School	19	15	16	50
GIVE Center East	0	4	5	9
GIVE Center West	1	3	3	7
Grayson High School	19	15	14	48
Gwinnett School of Mathematics, Science & Technology	19	7	5	31
Gwinnett Online Campus	0	3	2	5
International Transition Center	0	2	0	2
Lanier High School	3	10	11	24
Maxwell High School of Technology	11	4	3	18
Meadowcreek High School	5	17	15	37
Mill Creek High School	34	18	18	70
Mountain View High School	11	12	13	36
Norcross High School	6	17	16	39
North Gwinnett High School	34	15	14	63
Parkview High School	11	15	17	43
Paul Duke STEM High School	0	4	4	8
Peachtree Ridge High School	18	16	14	48
Phoenix High School	5	7	3	15
Shiloh High School	1	11	11	23
South Gwinnett High School	1	13	12	26
HIGH SCHOOL TOTALS	299	311	296	906

Note: In looking at the number of awards by school, it is important to note that schools vary in size and in the number of teachers on staff.

Performance-Based Awards Distribution by Middle School

School Name	Total Category 1 Awards	Total Category 2 Awards	Total Category 3 Awards	Total Awards
Bay Creek Middle School	6	6	5	17
Berkmar Middle School	8	7	8	23
Coleman Middle School	8	5	5	18
Couch Middle School	6	7	5	18
Creekland Middle School	7	11	10	28
Crews Middle School	19	9	7	35
Dacula Middle School	11	9	9	29
Duluth Middle School	2	9	8	19
Five Forks Middle School	23	7	6	36
Grace Snell Middle School	1	6	7	14
Hull Middle School	18	8	7	33
Jones Middle School	11	6	5	22
Jordan Middle School	0	6	6	12
Lanier Middle School	5	8	7	20
Lilburn Middle School	1	11	10	22
McConnell Middle School	7	14	10	31
Moore Middle School	0	6	6	12
North Gwinnett Middle School	24	14	12	50
Northbrook Middle School	14	6	5	25
Osborne Middle School	12	10	9	31
Pinckneyville Middle School	4	8	7	19
Radloff Middle School	3	8	10	21
Richards Middle School	4	12	11	27
Shiloh Middle School	3	10	10	23
Snellville Middle School	1	5	6	12
Summerour Middle School	0	10	9	19
Sweetwater Middle School	9	10	11	30
Trickum Middle School	3	11	11	25
Twin Rivers Middle School	30	11	12	53
MIDDLE SCHOOL TOTAL	240	250	234	724

Note: In looking at the number of awards by school, it is important to note that schools vary in size and in the number of teachers on staff.

Performance-Based Awards Distribution by Elementary School

School Name	Total Category 1 Awards	Total Category 2 Awards	Total Category 3 Awards	Total Awards
Alcova Elementary School	5	8	9	22
Alford Elementary School	1	5	5	11
Anderson-Livsey Elementary	0	4	4	8
Annistown Elementary School	0	5	8	13
Arcado Elementary School	8	8	6	22
Baggett Elementary School	3	6	8	17
Baldwin Elementary School	7	8	4	19
Beaver Ridge Elementary School	3	6	8	17
Benefield Elementary School	4	7	6	17
Berkeley Lake Elementary School	10	7	5	22
Bethesda Elementary School	9	11	10	30
Britt Elementary School	0	6	3	9
Brookwood Elementary School	16	10	10	36
Burnette Elementary School	12	4	4	20
Camp Creek Elementary School	16	14	7	37
Cedar Hill Elementary School	0	7	7	14
Centerville Elementary School	0	4	4	8
Chattahoochee Elementary School	19	8	8	35
Chesney Elementary School	3	6	7	16
Cooper Elementary School	0	7	7	14
Corley Elementary School	3	7	8	18
Craig Elementary School	5	8	9	22
Dacula Elementary School	4	6	6	16
Duncan Creek Elementary School	2	7	7	16
Dyer Elementary School	11	7	6	24
Ferguson Elementary School	0	5	4	9
Fort Daniel Elementary School	3	5	3	11
Freemans Mill Elementary School	14	7	5	26
Graves Elementary School	0	7	6	13
Grayson Elementary School	10	5	6	21
Gwin Oaks Elementary School	9	11	6	26
Harbins Elementary School	0	11	7	18
Harmony Elementary School	1	3	5	9
Harris Elementary School	9	6	9	24
Head Elementary School	4	4	3	11
Hopkins Elementary School	2	7	7	16
Ivy Creek Elementary School	17	7	6	30
Jackson Elementary School	5	9	7	21
Jenkins Elementary School	5	6	5	16
Kanoheda Elementary School	5	6	8	19
Knight Elementary School	4	7	7	18

Lawrenceville Elementary School	0	6	7	13
Level Creek Elementary School	21	7	5	33
Lilburn Elementary School	2	7	8	17
Lovin Elementary School	8	7	4	19
Magill Elementary School	0	6	5	11
Mason Elementary School	8	7	8	23
McKendree Elementary School	2	6	6	14
Meadowcreek Elementary School	1	5	4	10
Minor Elementary School	0	6	6	12
Mountain Park Elementary School	4	6	5	15
Mulberry Elementary School	10	7	5	22
Nesbit Elementary School	0	7	6	13
Norcross Elementary School	1	6	5	12
Norton Elementary School	0	7	6	13
Oakland Meadow School *	2	5	12	19
Parsons Elementary School	5	4	4	13
Partee Elementary School	2	5	4	11
Patrick Elementary School	3	5	4	12
Peachtree Elementary School	2	6	5	13
Pharr Elementary School	17	7	4	28
Pucketts Mill Elementary School	14	5	6	25
Riverside Elementary School	26	7	6	39
Roberts Elementary School	13	4	7	24
Rock Springs Elementary School	2	4	6	12
Rockbridge Elementary School	1	7	7	15
Rosebud Elementary School	0	5	5	10
Shiloh Elementary School	10	7	5	22
Simonton Elementary School	2	6	4	12
Simpson Elementary School	10	7	5	22
Starling Elementary School	5	7	5	17
Stripling Elementary School	0	5	4	9
Sugar Hill Elementary School	35	7	8	50
Suwanee Elementary School	2	4	4	10
Sycamore Elementary School	3	4	6	13
Taylor Elementary School	0	7	6	13
Trip Elementary School	20	9	6	35
Walnut Grove Elementary School	12	5	8	25
White Oak Elementary School	9	4	4	17
Winn Holt Elementary	5	14	9	28
Woodward Mill Elementary	8	8	6	22
ELEMENTARY TOTALS	494	530	490	1514

*The number of teacher awards for Oakland Meadow School include itinerant teachers who work throughout GCPS.

Note: In looking at the number of awards by school, it is important to note that schools vary in size and in the number of teachers on staff.