

Race to the Top (RttT) Educator Performance Incentives

Goal of Program

Increase student achievement through increased retention of effective teachers in hard-to-staff schools (both rural and urban).

Program Quick Facts

- Limited to the 118 “lowest-achieving” schools (see attached list), as identified by RttT criteria – these schools do not change over the RttT grant period.
 - 2010-11 and 2011-12 school years: Bonuses for all certified staff (teachers, principals, media consultants, counselors, etc.) in whichever of these schools exceed expected *school-wide* growth.
 - 2012-13 and 2013-14 school years: Bonuses based on individual *teacher-level* growth data (principals, media consultants, counselors eligible based on school-wide data).
 - \$1,500 maximum bonus for qualifying staff who return to their school the following school year; payment reduced by 50% if they do not return
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Evaluation of Program

- Team of researchers (from NC State, UNC-G, UNC-CH) evaluating the program over the period of the RttT grant (part of overall RttT Evaluation; see attached Evaluation Plan).
 - Key questions:
 - “How effective is this strategy in attaining the goal of increased retention of effective teachers in hard-to-staff schools?”
 - “How does this strategy combine with other ‘strategic staffing’ efforts to achieve the goal?”
 - Reports targeted for late spring 2013 and 2014
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Additional Information

For additional information about this program, please contact Dr. Lynne Johnson, Director of Educator Recruitment & Development, NC Department of Public Instruction. Dr. Johnson can be reached by email at lynne.johnson@dpi.nc.gov or by phone at 807-3355.