

DEKALB COUNTY--210					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	Instructional/Learning Leaders will be assigned to Level 1 and Level 2 performing teachers. Leaders will have defined requirements and expectations along with a job description to improve student learning in the classrooms of Level 1 and Level 2 teachers. Duties will include but	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Criteria-- Historical data showing an Overall Effectiveness score of a Level 4 or Level 5.	A stipend of \$2,500.00 + matching benefits will be paid for each subject area coach.	10	\$28,750

	not limited to modeling in classrooms, leading PLC meetings, attend state trainings in order to redeliver to assigned schools and developing and observing classroom lesson(s) in order to provide feedback to impact classroom instruction.	<p>TVAAS scores that indicates growth among subgroup populations</p> <p>Universal Screener data that shows growth among subgroup populations</p> <p>Letters of Recommendation from peer and school administrator</p>			
Education*	DeKalb County recognizes and compensates for advanced degrees of employees.				
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*