

LAKELAND--797

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	Teachers with Composite Evaluation Score of 4 or 5 receive \$300. Teachers who teach in tested areas and receive an individual TVAAS score of 4 or 5 receive an additional \$150.	Tested teachers Non-tested teachers Level of Overall Effectiveness (LOE) Individual TVAAS or Portfolio Growth Score	\$300 for Composite Evaluation Score of 4 or 5 \$150 for Individual TVAAS Score of 4 or 5	80	\$30,000
Additional Instructional Roles or	The Lakeland School System will enhance teacher and student	Level of Overall Effectiveness (LOE)	Leadership Team: Compensation will be awarded as a	12	\$19,000

Responsibilities	outcomes by identifying a Leadership Team at both Lakeland Elementary School and Lakeland Middle Preparatory School. The goal of the Leadership Team is to improve teaching performance, teacher effectiveness and student outcomes school-wide by providing leadership and teacher support.	Certified in content/grade area Selection for the school leadership teams will be based on meeting the stated minimum qualifications and capacity to follow the stated Leadership Team Role Requirements as stated in the job posting/description. The individuals selected will be required to sign the Leadership Team Assurances Page and the Leadership Team Stipend Disbursement Guidelines.	bonus to base pay as determined by the teacher salary schedule for the district. The teachers that are selected and fulfill the required components of the role will receive a \$1,500 bonus.		
Education*	There are different lanes for teachers with advanced degrees.				
Other					

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