

PARIS--401					
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	<p>Tech Teacher Leader (2) - This teacher will assist other teachers with instructional technology such as SKYPE in the classroom, work with on-line data sets from school-wide benchmarks, and implement new instructional technology programs and strategies.</p> <p>Local Grant Coordinator (1) - Assist teachers in the writing of local grants that are funded through a community partnership,</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Advanced degrees</p>	\$1,000 per role for a total of \$8,000	8	\$8,000

	<p>work with the community partners to make sure that grants are fully implemented, and publicize the grants on PSSD social media and websites.</p> <p>Data/RTI Teacher Leader (3)- This teacher will support teachers in the use of data for instruction, assist with the identification of RTI students, and work with RTI school team to effectively address the needs of RTI students.</p> <p>Foreign Language Teacher Leader (1)- This teacher will support the teachers who are utilizing the foreign language technology and software with the Tier I enrichment students across the district.</p> <p>Teacher Induction Program Coordinator (1) - This coordinator will provide support to the 15 teacher mentors and 15 teacher mentees participating in the</p>				
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	<p>partnership training with UT Martin and The New Teacher Center. This support will include completing paperwork for the district required by The New Teacher Center as well as coordinating meetings, training schedules, technology support for the virtual professional development, and keeping all administrators engaged with the process of mentoring. This teacher induction program is a two year commitment between mentor teachers and their mentees. The training is being funded for the 15 teachers through the Teacher Quality Partnership Grant at UT Martin, and The New Teacher Center is delivering the training. This program is being utilized to build the capacity of teachers in Paris Special School District as teacher leaders and mentors.</p>				
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Education*	Salary steps for Masters, Masters +30, Educational Specialist (Ed.S.), and Doctorate of Education (Ed.D. or Ph.D.)				
Other					

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