

DeKalb County

2023-24 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
Description	Instructional Learning Leaders will be assigned to Level 1 and Level 2 educators for capacity building to increase effective educator practice throughout the district. Leaders will have defined requirements and expectations along with job descriptions to improve student learning in the classrooms. Assignments will include modeling in the classrooms, leading PLC meetings, attending state trainings, creating lesson and observing in classrooms in order to provide feedback to assigned teachers. Roles will support increasing educator effectiveness at the grade, school and district level. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Advanced degrees
Compensation Type and Size	\$2,500
Reach	10
Estimated Cost	\$34,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Educators are compensated for following advanced degrees in our district: Masters Masters Plus Ed.S. Ed.D or Ph.D See attached salary scale.	
Other	