



## 2023-24 Differentiated Pay Plan Submission

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District Name CHESTER COUNTY

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### Hard-to-Staff Schools, Subjects, and/or Grades

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N/A

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### Instructional Roles and Responsibilities

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Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year? Yes

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How many unique instructional roles will be implemented for the 2023-24 school year? 5 or more

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Description of Instructional Roles and Responsibilities Each new district educator is assigned an educator mentor (grade level and/or subject matter specific) to support the new educator throughout the year with classroom set-ups, general best district practices including onboarding, and general professional learning regarding code of ethics, pedagogy, and content-specific learning.

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Describe the eligibility criteria for the Instructional Roles and Responsibilities component: Years of experience

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Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component: The selection of the mentor for the new district educator would be based on the willingness of the mentor to serve in that role. Also considered would be the level of overall effectiveness of the mentor candidate.

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What is the amount of the compensation per instructional role? The mentors and mentees are provided with up to 33 hours of additional support time at a rate of \$30/hour. Each could earn \$990.

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Estimate the number of teachers that will receive compensation for instructional roles in 2023-24: 30

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Estimate total district cost of the Instructional Roles and Responsibilities component: \$29,700.00

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## Performance

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**Is your district implementing a performance based bonus for the 2023-24 school year?**

Yes

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**Which teachers are eligible for the Performance Bonus component?**

Tested teachers  
Non-tested teachers  
Portfolio teachers  
School administrators

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**Which performance criteria are required to receive this bonus component?**

Individual TVAAS, portfolio growth score or alternative growth score - universal reading screener  
School-level TVAAS  
Other: Meeting a majority of the annual measurable objectives (AMOs) for the school level data.

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**Provide any additional details about the performance criteria:**

Eligible educators have the opportunity to receive up to \$3,900 based on school-wide and individual performance.

70% of the \$3,850 bonus amount is based on TVAAS. Of that 70%, school-wide TVAAS is 50% and individual TVAAS is 50%.

30% of the \$3,850 bonus is based on Annual Measurable Objectives (AMOs).

### School-Wide Performance

#### School-Wide TVAAS Composite Score

Educators will receive the following amounts based on their school's TVAAS composite score:

Overall Level of Effectiveness score of 5 = \$1,350

Overall Level of Effectiveness score of 4 = \$975

Overall Level of Effectiveness score of 3 = \$600

#### Annual Measurable Objectives (AMOs)

Educators will receive \$1,200 if their school achieves 51% or more of its school-level AMOs.

### Individual Performance

#### Individual TVAAS Composite Score

The individual performance bonus is based on the educator's one-year TVAAS composite score. Therefore, it is only available to those teachers with an individual TVAAS score.

Overall Level of Effectiveness score of 5 = \$1,350

Overall Level of Effectiveness score of 4 = \$975

Overall Level of Effectiveness score of 3 = \$600

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**What is the amount of compensation per performance criteria?**

Educators will receive the following amounts based on their school's TVAAS composite score:

Overall Level of Effectiveness score of 5 = \$1,350

Overall Level of Effectiveness score of 4 = \$975

Overall Level of Effectiveness score of 3 = \$600

Annual Measurable Objectives (AMOs)

Educators will receive \$1,200 if their school achieves 51% or more of its school-level AMOs.

Individual Performance

Individual TVAAS Composite Score

The individual performance bonus is based on the educator's one-year TVAAS composite score. Therefore, it is only available to those teachers with an individual TVAAS score.

Overall Level of Effectiveness score of 5 = \$1,350

Overall Level of Effectiveness score of 4 = \$975

Overall Level of Effectiveness score of 3 = \$600

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**Estimate the number of teachers that will receive performance bonuses in 2023-24:**

200

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**Estimate the total district cost of the Performance Bonus component:**

\$239,775.00

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### **Alternative Salary Schedule**

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**Is your district implementing an alternative salary schedule?**

No

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### **2023-24 Salary Schedule**

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**Describe how educators are compensated for earning advanced degrees in your district:**

All district educators are on the SOAR 2.0 Salary Schedule which is a step and level schedule. They are compensated on their years of experience (up to 25 years) and levels of degree (i.e. BS/BA, MS/MA, MS+30, EDS, and EdD/Ph.D.).

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