



Hardeman County 2015-16 Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	In an effort to recruit and retain highly effective staff to serve at Whiteville Elementary School, the district will provide financial incentives for staff selected to serve in the transformation school.	Incentive pay will be provided to Level 3, Level 4, and Level 5 teachers. <ul style="list-style-type: none"> Level 3 - \$2,000 Level 4 - \$3,500 Level 5 - \$5,000 In addition, teachers assigned to Whiteville Elementary School will also be eligible to receive a one-time performance bonus in the	Newly recruited and retained teachers will be eligible for the incentive pay and performance bonus; there are a total of 29 teachers assigned to the transformation school.	The estimated total for this is \$104,438 (13 teachers at Level 3, 11 teachers at Level 4, and 5 teachers at Level 5).	The incentive and performance pay makes up less than 2% of the district's annual salary costs.

		amount of \$1,000.00 if the school meets its performance targets for the 2015-2016 school year at the end of the year.			
Performance					
Additional Instructional Roles or Responsibilities	<p>The district will incorporate Teacher Leaders to support school and student success.</p> <p>Highly effective teachers (level of effect being a 4 or 5) will have an opportunity to apply for the role of Teacher Leader. Teacher leaders will assist teachers in differentiating instruction, planning lessons, mentoring, etc., to support best practices and provide academic feedback to their colleagues.</p>	<p>The total stipend for the role of Teacher Leader is \$1,500.00. The stipend will be given in two equal payments of \$750.00. The first payment of \$750.00 will be distributed at the conclusion of the fall semester and the second payment of \$750.00 will be distributed at the conclusion of the spring semester.</p>	<p>An applicant packet will be provided to all eligible teachers applying for the role of Teacher Leader. Deadlines will be placed on the submission of all applications within a required time frame.</p> <p>A selection criteria will be provided for district leaders and school administrators when reviewing qualifications and applications of applicants. (Draft of duties and responsibilities is attached)</p> <p>There will be a total of 18 teachers chosen to serve as teacher leaders in the district. The number of teacher leaders placed within the schools will be based on the severity of the school's need and teacher-student ratios, however, each of the 9 schools in the district will receive a minimum of 1 teacher leader.</p>	<p>The district anticipates the total cost to be \$31,506.30</p>	<p>This will comprise about 2% of the district's salary expenditures.</p>
Education					

Experience					
Other	Teachers must meet the required attendance rate of 95% to qualify for any stipends.				

Hardeman County Schools
Additional Roles and Responsibilities

Teacher Leader

Teacher leaders assume a wide range of roles to support school and student success. They can help shape the culture of their schools, improve student learning and influence practice among their peers. Funding will be allocated to support 18 teacher leaders within the district. The number of teacher leaders assigned at each school could vary depending on priority of support; however, there will be a minimum of one teacher leader assigned per school. Each teacher leader will receive a yearly stipend in the amount of \$1,500.00 that will be paid out in increments of \$750.00 at the end of the fall semester and \$750.00 at the end of the spring semester. Duties and responsibilities are outlined below.

Duties and Responsibilities:

- Promotes positive change in the school through collaborative relationships
- Is a member of the school's leadership team and collaborates with other members of the school improvement team to provide a comprehensive approach to implementing curriculum, instruction, and assessment
- Provides individual and team conferencing with teachers, administration, and other school personnel
- Assists teachers in effective, instructional decision-making through reflective planning
- Assists schools in clarifying achievement goals and focus
- Promotes teamwork and data driven decision making. Provides demonstration lessons for teachers and examples of unit plans
- Assists in collecting and analyzing data for increasing student achievement and teacher effectiveness
- Researches best practices, reviews, recommends and/or develops support materials to enhance learning and achievement
- Assists with the utilization of curriculum guides for instructional planning by sharing materials with teachers, incorporating technology and a variety of technology media and other instructional materials
- Develops and presents in-service sessions concerning instruction
- Participates in all required staff meetings and instructional meetings (after school subject/grade level meetings, if needed)

- Completes all reports, memos, documentation and other necessary paperwork in a timely professional manner
- Perform other duties as requested by your supervisor or school Principal

Knowledge, Skill and Ability

- Minimum of five years of successful teaching experience
- Ability to design and deliver quality professional development for administrators and teachers
- Considerable knowledge of effective and varied teaching strategies and assessment techniques
- Considerable knowledge of current research and trends in education
- Ability to effectively work with people and demonstrate good human relations skills
- Ability to communicate effectively and clearly with large groups, small groups, and individuals
- Knowledge in use of personal computers, including but not limited to Internet, Email, Microsoft Office, and other software
- Leadership ability (organizational, managerial, and administrative skills)
- Personal characteristics conducive to working effectively with students, teachers, school personnel, and community groups and parents