

HARDEMAN COUNTY--350					
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	Teacher Leaders Teacher leaders assume a wide range of roles to support schools, students, and district success. They will aid in shaping the culture of their schools, improve student learning and influence practice among their peers. Teacher leaders will assist lower performing teachers with effective instructional	Level of Overall Effectiveness (LOE) Attendance minimum (i.e. miss no more than 12 days) Years of experience Minimum of five years of successful teaching experience with considerable knowledge of effective and varied teaching strategies and	Each teacher leader will receive a yearly stipend in the amount of \$1,500.	18	\$31,506

	<p>planning and provide reflective mentoring sessions to model demonstrations. Teacher leaders will assist and support all teachers in researching best practices, collecting and analyzing data and curriculum to enhance instructional planning. Teacher leaders will collaboratively work with district staff in developing, presenting, and/or facilitate professional trainings, to include, but not be limited to the following: effective instruction, small/whole group differentiated instruction, center-based instruction, data-driven instruction, effective technology use in the classroom, collaborative coaching and peer modeling.</p>	<p>assessment techniques. Personal characteristics conducive to working effectively with students, parents, teachers, school personnel, and community groups.</p>			
Education*	<p>Hardeman County Schools compensate teachers based on years of experience and levels of degree. The levels of degree include Bachelors, Masters, Masters +30,</p>				

	Education Specialist and Doctorate.				
Other					

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