

DeKalb County Schools

2020-21 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: 1
Eligibility Criteria	Level of overall effectiveness (LOE) Longitudinal data showing an overall level of effectiveness of 4 and or 5 TVAAS scores that indicate growth Universal Screener data that shows growth Letter of Recommendation from peer and school administrator A model lesson plan
Compensation Type and Size	Bonus: \$2,500
Reach	11
Estimated Cost	\$30,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Educators are compensated as the following for moving across the lanes on the district salary schedule: Masters=\$2,500 EdS=\$3,000 Doctorate=\$2,000	
Other	
N/A	

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