

ALAMO--171

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 | The district will compensate experienced highly effective (score of 4 or 5) to serve as Teacher Leaders. These leaders will assist administrators in bridging the gap between administration and teachers. These leaders will provide professional development and serve as | Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Advanced degrees Teachers eligible for this role include those who display innovative teaching | The award will be given yearly in the form of a \$3,000. stipend fro each Teacher Leader. | 4 | \$12,000 |
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|-------------------|--|--|--|--|--|
| | coach/mentors to beginning teachers. | practices in the classroom, maintain high scores with student data across assessment platforms, and show a strong enthusiasm for their profession. | | | |
| Education* | Teachers are compensated for earning advanced degrees through the appropriate step on the salary schedule. (see ACS 2017-2018 salary schedule) | | | | |
| Other | | | | | |

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