

LOUDON COUNTY--530					
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)	The district will offer a signing bonus and retention bonus in areas deemed hard-to-staff by the Director of Schools. This award will be available to new teachers to the district and teachers currently holding hard-to-staff positions scoring a 3 or higher on the TEAM evaluation composite score. The district has seen Chemistry, Physics, Secondary Math and Foreign Language as hard to staff areas in the past depending on the year.	Level of Overall Effectiveness (LOE) Certified in content/grade area The award will be given as a two-part bonus. At signing and at the end of the first and second school year when evidence of a TEAM evaluation score of 3 or higher is attained.	Bonus \$3,000 at signing \$2,000 at the end of first and second year depending on LOE	3	\$9,000
Performance	Instructional coaches receive a bonus based upon them receiving a LOE of 5	Non-tested teachers Level of Overall Effectiveness (LOE)	\$2,000 per instructional coach receiving an LOE of 5	2	\$4,000

Additional Instructional Roles or Responsibilities	<p>As part of the Teacher Leader Network that we participated in with the state, we have developed the following roles:</p> <p>Teacher Leader..Full-time teacher -provide model lessons of best practices through lesson plans, videos, or live lesson demonstrations -model, facilitate, and/or co-plan lessons/units with colleagues -mentor new teachers and/or teachers identified by administration</p> <p>Master Teacher Leader..Part-time teacher - perform teacher leader responsibilities AND - Informally observe colleagues and give feedback for growth in the areas of instruction and technology integration</p> <p>Aspiring Administrator.. Full-time teacher - teacher will be relieved of teaching duties as needed to perform administrative tasks -lead professional development that includes a data action cycle for follow-up -assist in</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Teachers go through an application process that is reviewed by building and district leaders for selection.</p>	<p>Teacher Leader - \$1,000</p> <p>Aspiring Administrator - \$1,000</p> <p>Master Teacher Leader - \$2,000</p> <p>Instructional Coach - \$4,000 and an additional \$2,000 bonus with an LOE of 5</p>	26	\$49,000

	<p>coordinating parent involvement</p> <p>Instructional Coach.. Full-time providing job embedded professional development to teachers and deliver district training</p>				
Education*	Educators are paid according to degree and years experience. There is a scale for BS, MS, MS+30, EDS & PhD or EDD				
Other					

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