

OAK RIDGE--012					
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	<p>We have designated PLC, Data and Stem Coaches at each of our buildings to serve as Teacher Leaders to work with staff.</p> <p>PLC Coaches 1. Serve as a resource for support and encouragement of teachers and collaborative teams by communicating the purpose of collaboration utilizing common language.</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>All certified staff are provided a description of teacher leader position openings. Interested staff are required to write a letter of intent to their building principal, include a resume and submit written responses to five applicant questions.</p>	The amount of compensation per role is \$1750.	38	\$64,750

	<p>2. Clarify expectations of highly functioning teams.</p> <p>3. Assess and facilitate the progress of the collaborative teams to create highly functioning PLC's.</p> <p>4. Maintain the focus on student learning by fostering a growth mindset.</p> <p>5. Work with Data Coach to assist collaborative teams in implementing a guaranteed, viable curriculum, in administering common formative and summative assessments, and in using student data to refine teaching practices.</p> <p>6. Model professionalism, model and share research-based best practices, and model transparency to foster safety and trust.</p> <p>Data Coaches</p> <p>1. Serve as a resource to the school by compiling, analyzing, and communicating data.</p> <p>2. Collaborate with PLC Coaches to serve as a resource to collaborative teams by assisting with</p>				
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	<p>data collection and analysis.</p> <p>3. Serve on the school RTI team and participate in RTI data collection and analysis.</p> <p>4. Model professionalism, model and share research-based best practices , and model transparency to foster safety and trust.</p> <p>STEM Coaches</p> <p>1. Help teachers identify the best available tools to help them meet their objectives.</p> <p>2. Encourage participation.</p> <p>3. Provide support for problem based learning activities.</p> <p>4. Identify/catalog/share best practices and instructional activities.</p> <p>5. Conduct needs assessment and develop a STEM action plan.</p> <p>6. Model professionalism, model and share research-based best practices, and model transparency to foster safety and trust.</p>				
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Education*	We have a salary schedule that recognized and provides additional compensation for certified staff earning an advanced degree.				
Other					

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