

TENNESSEE SCHOOL FOR THE BLIND					
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)	<p>TSB will award supplements for hard-to-staff positions to include:</p> <ul style="list-style-type: none"> • Outreach teaching, w/ Dual Certification in TVI and O & M. • High school STEM content teachers with a TVI certification • Other hard-to-fill content areas that require dual certification to include TVI 	Certified in content/grade area	<p>Bonus</p> <p>\$3,000</p>	5	\$15,000
Performance					
Additional Instructional Roles or Responsibilities	Instructional Coach- Provides support to all teachers in the building through instructional modeling, providing	<p>Certified in content/grade area</p> <p>Advanced degrees</p>	<p>Instructional Coach will receive \$5,000</p> <p>Teacher Mentors will receive \$3,000</p>	20	\$62,000

	<p>resources, and offering professional development opportunities.</p> <p>Teacher Mentors-Support new and existing teachers through continual support.</p> <p>Teacher Leaders-Serves on the school's leadership council and chairs various initiatives.</p> <p>IEP Coordinator-Coordinates all IEP meetings and ensures compliance with federal and state policies and procedures.</p> <p>Transition Coordinator-Coordinates all transition activities with students moving from the school to post-secondary work opportunities.</p> <p>Admissions Coordinator-Chairs the admissions committee and serves as a liaison for families and LEAs considering TSB as the appropriate placement for their student.</p>	The instructional coach position will be filled by a teaching position an will assume duties on a full-time basis. All other Instructional Roles and Responsibilities positions will be filled using an application process on a yearly basis.	<p>Teacher Leaders will receive \$3,000</p> <p>IEP Coordinator will receive \$3,000</p> <p>Transition Coordinator will receive \$3,000</p> <p>Admissions Coordinator will receive \$3,000</p>		
Education*	Step increases for advance degrees are stipulated on				

	the salary schedule. The salary schedule is calculated and released by the TDOE.				
Other					

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