

BARTLETT--794					
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	Instructional Coaches are full time classroom teachers with stipends to coach the most effective teachers in the building as well as teachers new to the district. Instructional Coaches also facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric. Selected teachers must demonstrate strong	Level of Overall Effectiveness (LOE) Certified in content/grade area Years of experience Advanced degrees	\$43,190-\$75,814	27	\$175,342

	<p>leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, and have a level 4 or 5 rating as measured by Overall TEAM observation scores.</p> <p>Assessment Coaches are full time classroom teachers with stipends to coach all teachers in the building. Assessment Coaches provide the elementary and middle schools with PLC and assessment support. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, and have a level 4 or 5 rating as measured by Overall TEAM observation scores.</p> <p>High School Instructional Program Assistant is a full time classroom teacher with stipend to serve the high schools to facilitate the PLC process, assessment support</p>				
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	<p>including ACT, and facilitate RTI Implementation. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current BAL and have a level 4 or 5 rating as measured by Overall TEAM observation scores.</p> <p>Instructional Technology Coach is a full release teacher to focus coaching on the implementation of technology into regular classroom instruction through professional development and informal observations focusing on the SAMR model. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current BAL and have a level 4 or 5 rating as</p>				
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	<p>measured by Overall TEAM observation scores. Selected teachers should also have extensive use of technology in the classroom with experience integrating technology and experience diagnosing and resolving technical issues.</p> <p>Instructional Program Assistant is a full release teacher who serves as the coach of the coaches, provides accountability, and provides professional learning for schools and district based on needs and requests. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current BAL and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of technology in the classroom with experience integrating technology and</p>				
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	<p>experience diagnosing and resolving technical issues.</p> <p>Instructional Facilitator is a full release teacher at a Title 1 school who oversees the Title 1 budget, parent trainings, and focuses on instructional programming to facilitate student growth. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current BAL and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of technology in the classroom with experience integrating technology and experience diagnosing and resolving technical issues.</p>				
Education*	<p>BCS has a step and lane system.</p> <p>Those hired before August 2, 2013 follow the full</p>				

	<p>schedule-- BA, MA, +45, EDS, and EDD lanes.</p> <p>Those hired after August 2, 2013 follow the BA and MA lane schedule and those that have a EDD get \$1,000 additional annually.</p>				
Other					

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