

TENNESSEE SCHOOL FOR THE DEAF					
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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	Includes newly hired staff having endorsements in both deaf education and content area.	Certified in content/grade area  Hard to staff addresses newly hired teachers that need certification in both content area and deaf education.	Bonus  \$2,000	3	\$6,000
<b>Performance</b>	Teachers who earned a LOE score of five (5) for the 2015-2016 school year will receive a onetime bonus of \$1,000.	Tested teachers  Non-tested teachers  Level of Overall Effectiveness (LOE)	\$1,000	30	\$30,000
<b>Additional Instructional Roles or Responsibilities</b>	Certified Team Teacher Evaluators and Teacher Leaders will receive a onetime bonus.	Teachers must be TEAM certified to conduct teacher evaluations.  Teacher Leaders organize and lead the PLC activities for TSD.	Five (5) Team Teacher Evaluators \$3,000 = \$15,000  Four (4) Teacher Leaders (PLCs) \$1,000 = \$4,000	9	\$19,000

<b>Education*</b>					
<b>Other</b>					

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