

Jackson County 2022-23 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description Instructional Coach (3)- Support teacher professional development and teacher effectiveness, implement growth plans, mentor new teachers, facilitate PLC and data meetings, curriculum support, district collaboration

Number of Unique Roles: 4

Eligibility Criteria Level of overall effectiveness (LOE)
Principal and Supervisor Recommendations

Compensation Type and Size Instructional Coach (3) X \$1,000

Reach 43

Estimated Cost \$21,400

Performance

Description Option 1: All Educators in a school that has an overall growth score of a Level 4 or Level 5

Eligibility Criteria **Eligible Teachers:** Tested teachers
Eligibility Criteria: Individual TVAAS or portfolio growth score
Educators must not have taken more than 13 leave days to meet the performance criteria for compensation.

Compensation Type and Size TVAAS Growth Score of Level 4/5 or improved by 2 Levels (130) X \$500

Reach 130

Estimated Cost \$74,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Compensated Degrees: MA, MA +30, ED.S, Ph.D

Other

School-Wide TVAAS Level 4/5 or TVAAS Improvement of 2 Levels (8) X \$1000 (must not overlap with other performance-based compensation)