

Lakeland

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 The Lakeland School System will enhance teacher and student outcomes by identifying a Leadership Team (LEAD Team) at both Lakeland Elementary School and Lakeland Preparatory School. The goal of the LEAD team is to improve teaching performance, teacher effectiveness, and student outcomes by providing leadership and teacher support

Number of Unique Roles: 1

Eligibility Criteria Level of overall effectiveness (LOE)
Certified in content/grade area
Years of experience

Compensation Type and Size \$1,500

Reach 11

Estimated Cost \$19,462

Performance

Description Teachers with a Composite Evaluation score of 4 or 5 receive \$300. Teachers who teach in tested areas and receive an individual TVAAS score of 4 or 5 receive an additional \$150.

Eligibility Criteria **Eligible Teachers:** Tested teachers
Non-tested teachers
Eligibility Criteria: Level of overall effectiveness (LOE)
Individual TVAAS or portfolio growth score
Teachers with a composite evaluation score of 4 or 5 receive \$300. Teachers who teach in tested areas and receive an individual TVAAS score of 4 or 5 receive an additional \$150.

Compensation Type and Size \$300 for Composite Evaluation Score of 4 or 5
\$150 for Individual TVAAS Score of 4 or 5

Reach 126

Estimated Cost \$57,588.30

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Teachers are compensated for earning Master's degrees. Please see attached salary schedule.

Other

