

Jackson County 2023-24 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	<p>Peer Observer: build the capacity of teachers by performing TEAM observations as well as walk-throughs with the administration</p> <p>Leadership Team: facilitate professional development and collaborate with the administration in developing and implementing the strategic plan</p> <p>District Content Lead: facilitate professional learning communities within the content areas.</p> <p>Instructional Coach: supports professional development and effectiveness for the leadership team, content leads as well as entire faculty. Implement new curriculum rollouts at the assigned schools.</p> <p>District-wide school promoter: supports all schools and promotes activities for school and student organizations as well as serves as a liaison with all stakeholders.</p> <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	Attendance minimum (i.e., miss no more than 12 days)
Compensation Type and Size	<p>Peer Observer--- \$1,000</p> <p>Leadership Team--- \$500</p> <p>Instructional Coach --- \$1,000</p> <p>District Wide Promoter--- \$500</p>
Reach	42
Estimated Cost	\$22,000
Performance	
Description	Option 1: All Educators in a school that has an overall growth score of a Level 4 or Level 5
Eligibility Criteria	<p>Eligible Teachers: Tested teachers</p> <p>Eligibility Criteria: Individual TVAAS or portfolio growth score</p> <p>Educators must not have taken more than 13 leave days to meet the performance criteria for compensation.</p>
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	
<i>Is the district implementing an alternative salary schedule?</i> 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)