

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

Appendix B of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the criteria for receiving the award.	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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	Not applicable				
Performance	Performance bonuses will be paid to teachers relative to their skills, responsibilities, and knowledge (SKR), classroom achievement, and schoolwide achievement.	Pay for performance will be paid as a stipend. Teachers will qualify based on an SKR score of 2.5 or higher (50% of bonus), and a classroom value-added score of 3 or better (30%) and a school-wide value-added score of 3 or better. The higher their scores, the more money they	Eligibility: All full-time teachers Forecasted participation: 98% or better based on prior evaluations, and individual and school TVAAS data	The district has allocated \$1500 per teacher.	This award makes up approximately 3% of the district's annual salary cost.

		<i>receive. The award pool is based on \$1500 x the number of teachers in a school.</i>			
Additional Instructional Roles or Responsibilities	<i>Master teachers work an additional 20 days, lead cluster mtgs, field test instructional strategies and evaluate teachers. They do not have a classroom but model a minimum of 2 hours daily in classrooms. Masters work with groups of students. Mentor teachers have classroom responsibilities, evaluate teachers, assist in field testing and work an additional 10 days. The principal leads weekly Leadership mtgs, evaluates teachers, and leads the TAP reform in the school. He is also responsible for the annual school review. The assistant principal becomes the data expert for the school, assists the principal in conducting leadership mtgs, attends cluster mtgs, and guides teachers in their development of IGPs.</i>	<i>Masters have the same formula for compensation: SKR-50, classroom-30, and school-wide-20. Masters can earn as much as \$9000 with a 3.76 or high SKR, and 3,4,5's on classroom and schoolwide TVAAS. Mentors have the same formula for compensation and can earn as much as \$4500 with a 3.26 or higher SKR score, and 3,4 or 5 on classroom and schoolwide TVASS. Assistant principals and principals have a 50-30-20 formula with 50% from school value-added, 30% from TILS evaluation, and 20% from leadership survey. Assistants can earn a stipend of \$2500 and the principal can earn \$4000. Anyone with a 2 TVAAS classroom or schoolwide score is not eligible for stipend.</i>	<i>5 masters, 6 mentors, 3 assistants, and 3 principals are eligible and expected to receive a stipend. Forecasted participation based on prior evaluations and the schoolwide TVAAS scores from last year.</i>	<i>The district has allocated \$91,500 for masters, mentors, assistants, and principals.</i>	<i>These awards will make up approximately 15% of a master's salary, 8% of a mentor's salary, 4% of an assistant's salary, and 5% of a principal's salary.</i>
Education	<i>Not applicable</i>				
Experience	<i>Not applicable</i>				

Other	<i>Not applicable</i>				
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Notes for Mentor and Master Teacher Selection

1. Allow teachers to indicate on Letters of Intent if they desire to be a master/mentor teacher.

Master Teacher

2. Roles and responsibilities of master teacher

Analyze student data together with principal

Help to create and institute an academic achievement plan for your school

Lead cluster groups with confidence, enthusiasm, and accuracy of information

Provide demonstration lessons, coaching and team teaching to career teachers

Spend time teaching students (Recommendation is 2 hrs. per day)

Collaborate with other master teachers to develop learning resources and curriculum

Partner with principal in evaluating teachers

Lead field testing

"Make things happen" in your school through leadership team participation, research, cluster group planning, individual growth plan management, evaluations and conferencing, and classroom follow-up

3. Master teachers must have a SKR score of 4 (rounds from 3.76 or above)
4. To apply for master teacher, the applicant must present a portfolio with the following:

Evidence to support teacher has above proficient scores on TAP rubric

Documented student achievement gains (at class or individual student level) from prior position

Have one documented area of expertise (National Board Certification, Master's degree or beyond in curriculum and instruction)

Provide a teaching video or provide a demonstration lesson in powerpoint

Provide lesson plan from classroom instruction, cluster, or field testing

Mentor Teacher

1. Supports career teachers' teaching experience
2. Analyze student data with the TLT
3. Help to create and institute school improvement plan
4. With support from master teacher, provides classroom follow-up and feedback to career teachers on instructional practices

Assist in planning instruction with career teachers

Engage in professional development activities

Conduct evaluations including follow-up

Assist in "making things happen" at your school by being a participant in TLT meetings, assist masters with cluster group planning, , conduct formal and informal evaluations and conferences, and regularly work with career teachers through coaching.

Earn a 3.5 SKR score(rounds from 3.26

Provide a teaching video or provide a demonstration lesson in powerpoint

Provide lesson pan from classroom instruction, cluster, or field testing

How master /mentor bonuses are figured:

For the mentor/master teacher with student data (she has a group of students she has taught), the award pool monies will be allocated as follows:

50% SKR (determined by school/teacher surveys) Skills, Knowledge, and Responsibilities

30% Classroom achievement gains (TVAAS score)

20% School achievement gains (TVAAS score)

The pool for mentor teachers has \$4500 per mentor and will be allocated to mentors who score a 3 or above on classroom and school TVAAS and at least a 3.26 or higher on his/her SKR.

The pool for master teachers has \$9000 per master and will be allocated to masters who score a 4 or above on classroom and school TVAAS and at least a 3.76 or higher on his/her SKR.

Attachment: (SAMPLE COMPENSATION MODEL)

Sample Compensation Model

Career Path	Award Proportion	Award Proportion SKR	SKR Score	Award Proportion Student Achievement	Student Achievement Score	SKR Pay	Student Achievement Pay	School Award	Total Award
Career with Achiev.	Award Proportion 0.17	SKR 0.50	SKR Score	Student Achiev. 0.30	Student Achiev. Score	SKR Pay	Student Achiev. Pay	Score of 5 0.20	
Teacher's Name	\$9,000.00	\$4,500.00		\$2,700.00				\$1,800.00	
Teacher 1			5		5	\$2,100.00	\$1,588.24	\$600.00	\$4,288.24
Teacher 2			4.5		4	\$1,800.00	\$952.94	\$600.00	\$3,352.94
Teacher 3			3		3	\$600.00	\$158.82	\$600.00	\$1,358.82
Master with Achiev.	Award Proportion 0.11	SKR 0.50	SKR Score	Student Achiev. 0.30	Student Achiev. Score	SKR Pay	Student Achiev. Pay	Score of 5 0.20	
Teacher's Name	\$6,000.00	\$3,000.00		\$1,800.00				\$1,200.00	
Teacher 4			5		2	\$1,500.00	\$0.00	\$600.00	\$2,100.00
Teacher 5			5		4	\$1,500.00	\$1,800.00	\$600.00	\$3,900.00
Mentor with Achiev.	Award Proportion 0.05	SKR 0.50	SKR Score	Student Achiev. 0.30	Student Achiev. Score	SKR Pay	Student Achiev. Pay	Score of 5 0.20	
Teacher's Name	\$3,000.00	\$1,500.00		\$900.00				\$600.00	
Teacher 6			4		4	\$1,500.00	\$900.00	\$600.00	\$3,000.00
Career without Achiev.	Award Proportion 0.33	SKR 0.50	SKR Score			SKR Pay		Score of 5 0.50	
Teacher's Name	\$18,000.00	\$9,000.00						\$9,000.00	
Teacher 7			2.5			\$346.15		\$1,500.00	\$1,846.15
Teacher 8			4.5			\$2,076.92		\$1,500.00	\$3,576.92
Teacher 9			3			\$692.31		\$1,500.00	\$2,192.31
Teacher 10			4			\$1,730.77		\$1,500.00	\$3,230.77
Teacher 11			4			\$1,730.77		\$1,500.00	\$3,230.77
Teacher 12			5			\$2,423.08		\$1,500.00	\$3,923.08
Master without Achiev.	Award Proportion 0.11	SKR 0.50	SKR Score			SKR Pay		Score of 5 0.50	
Teacher's Name	\$6,000.00	\$3,000.00						\$3,000.00	
Teacher 13			4			\$1,000.00		\$1,500.00	\$2,500.00
Teacher 14			4.5			\$2,000.00		\$1,500.00	\$3,500.00
Mentor without Achiev.	Award Proportion 0.22	SKR 0.50	SKR Score			SKR Pay		Score of 5 0.5	
Teacher's Name	\$12,000.00	\$6,000.00						\$6,000.00	
Teacher 15			5			\$2,400.00		\$1,500.00	\$3,900.00
Teacher 16			4.5			\$1,800.00		\$1,500.00	\$3,300.00
Teacher 17			4			\$1,200.00		\$1,500.00	\$2,700.00
Teacher 18			3.5			\$600.00		\$1,500.00	\$2,100.00
Award Pool based on \$3,000 x 18 (number of teachers) = \$54,000.00									Expenditure \$54,000.00
Number	Position					Required SKR Scores			
3	Career with Achiev.					Master	4		
1	Mentor with Achiev.					Mentor	3.5		
2	Master with Achiev.					Career	2.5		
6	Career without Achiev.								
4	Mentor without Achiev.					Required Value-Added Scores			
2	Master without Achiev.					Score of 3 or more			
18	Total								

* Note: The "Award Proportion" is determined by the number of teachers in the category divided by the total number of teachers in the compensation model. For example: 3 career teachers divided by 18 total number of teachers, or 3/18, = .17