

Hardeman County Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? 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)					
Performance					
Additional Instructional Roles or Responsibilities	The district will incorporate Teacher Leaders to support school and student success.	The total stipend for the role of Teacher Leader is \$1,500.00. The stipend will be given in two equal payments of \$750.00. The	An applicant packet will be provided to all eligible teachers applying for the role of Teacher Leader. Deadlines will be placed	The district anticipates the total cost to be \$31,506.30	This will comprise about 2% of the

	Highly effective teachers (level of effect being a 4 or 5) will have an opportunity to apply for the role of Teacher Leader. Teacher leaders will assist teachers in differentiating instruction, planning lessons, mentoring, etc., to support best practices and provide academic feedback to their colleagues.	first payment of \$750.00 will be distributed at the conclusion of the fall semester and the second payment of \$750.00 will be distributed at the conclusion of the spring semester.	on the submission of all applications within a required time frame. A selection criteria will be provided for district leaders and school administrators when reviewing qualifications and applications of applicants. (Draft of duties and responsibilities is attached). There will be a total of 18 teachers chosen to serve as teacher leaders in the district. The number of teacher leaders placed within the schools will be based on the severity of the school's need and teacher-student ratios, however, each of the 9 schools in the district will receive a minimum of 1 teacher leader.		district's salary expenditures.
Education*					
Experience*					
Other	Teachers must meet the required attendance rate of 95% to qualify for any stipends.				

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*